THE INDIAN LABOUR YEAR BOOK 1950-51

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Fifth Year of Issue

PREFACE

This is the fifth issue of the Indian Labour Year Book. It is inevitable that a reference book of this kind should grow in size from year to year. However, every effort has been made to keep its size in check by avoiding, as far as possible, repetition of material that has already been published in the previous issues. At the same time care has been taken to see that all essential information relating to labour matters is included ; and references have been invariably given to the previous issues of the Year Book wherein details were published. It has been the constant endeavour of the Labour Bureau also to keep the price of the Year Book within reasonable limits.

In the present issue, the scope of the Statistical Appendix has been considerably enlarged. As in the previous year the subject of Industrial Housing has been dealt with in a separate chapter. Wages fixed by the Central and State Governments for the employments scheduled under the Minimum Wages Act have been given in the Chapter on Wages and Earnings. Due to some unavoidable circumstances the preparation of this issue was delayed. However, advantage has been taken of this delay to incorporate in this issue the latest available information and statistics regarding certain subjects.

The supply of information incorporated in the Year Book entails a good deal of work and effort for the State Governments, the various Ministries and Departments of the Central Government and the organisations of employers and workers. Their willing co-operation in regard to the supply of such information is highly appreciated and I am deeply grateful to all persons concerned for their co-operation. More often than not the material received in the Bureau is in a most varied form and relates to all sorts of subjects. The credit for the sifting, analysing, arranging and processing of the material and giving it shape goes entirely to the staff of the Labour Bureau and the debt I owe to them in this regard cannot be adequately expressed.

N. K. ADYANTHAYA,
Director.

LABOUR BUREAU,
Simla, the 6th October, 1952.

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CHAPTER I

EMPLOYMENT, EMPLOYMENT SERVICE AND TRAINING

1. Employment

According to the preliminary results of the 1951 census which are now available, the population of the Indian Union excluding the State of Jammu and Kashmir (where the census could not be taken owing to the disturbed conditions) and the tribal areas of Assam, but including Sikkim, consists of 35·68 crores of persons. The population of the State of Jammu and Kashmir is estimated to be of the order of 0·44 crore. An estimate of the population of the tribal areas of Assam places the figure at 5·6 lakhs. The total population of the Indian Union is thus about 36·18 crores. Of the 35·7 crores of population counted during the census, about 24·9 crores (or about 70 per cent.) were reported to be deriving their livelihood from agriculture and over 10·8 crores (or about 30 per cent.) from other sources. Of the latter, 3·8 crores derive their livelihood from production, 2·1 crores from commerce, 0·6 crore from transport and 4·3 crores from other services and miscellaneous sources. These figures include earners as well as non-earning dependants. Separate figures relating to these two classes and among the former, the number of employers, employees and independent workers, are not yet available.

Serial statistics of employment are available only in respect of certain organised sectors such as factories, mines, plantations, railways, posts and telegraphs, etc., employment in which forms but a small proportion of the total gainfully occupied population. According to the latest statistics available and other information collected, there are, in the Indian Union about 29½ lakhs of workers in factories, 5 lakhs in mines, 12 lakhs in plantations, 16 lakhs in Railways (including some 7 lakhs employed in the contractors' establishments) nearly 2 lakhs in Posts and Telegraphs, about 2 lakhs in the Central Public Works Department, about half a lakh in ports and about 64 thousand as seamen. The number of agricultural labourers in the country is estimated to be 3,40,00,000 and the unorganised industries are estimated to employ more than a crore of workers. Certain information is also available in regard to the employment in municipal services, nationalized transport services, etc. The available data are given in this section.

FACTORIES

Under the provisions of the Factories Act, registered factories submit annual and half-yearly returns on employment to the Chief Inspectors of Factories in the various States. Consolidated returns showing employment in the State according to industries are furnished to the Labour Bureau by the Chief Inspectors of Factories in prescribed forms. All-India figures are compiled by the Labour Bureau and are published in

the *Indian Labour Gazette* as also in a special annual publication entitled "*Statistics of Factories*". Table I gives the statistics relating to number of factories and the average daily employment therein for selected years.

TABLE I

NUMBER OF FACTORIES COVERED BY THE FACTORIES ACT AND THE AVERAGE DAILY NUMBER OF WORKERS EMPLOYED THEREIN, 1929 AND 1939 TO 1950

Year	Perennial		Seasonal		All Factories	
	No. of factories	No. of workers	No. of factories	No. of workers	No. of factories	No. of workers
1	2	3	4	5	6	7
1929 ..	*	*	*	*	7,153	14,55,092
1939 ..	6,943	14,60,314	3,523	2,90,823	10,466	17,51,137
1940 ..	7,320	15,48,021	3,599	2,96,407	10,919	18,44,428
1941 ..	8,175	18,50,081	3,693	3,06,296	11,868	21,56,377
1942 ..	8,846	19,80,970	3,681	3,01,318	12,527	22,82,288
1943 ..	9,533	21,37,922	3,676	2,98,390	13,209	24,36,312
1944 ..	10,347	22,27,240	3,724	2,95,513	14,071	25,22,753
1945 ..	11,125	23,66,152	3,636	2,76,797	14,761	26,42,949
1946† ..	11,011	20,61,873	3,194	2,52,714	14,205	23,14,587
1947 ..	11,759	20,45,573	2,817	2,29,116	14,576	22,74,689
1948 ..	13,120	21,23,624	2,786	2,36,577	15,906	23,60,201
1949 ..	*	*	*	*	19,829	24,23,966
1950 ..	*	*	*	*	27,754	25,04,399

*No distinction is made between perennial and seasonal factories.

†Excluding Punjab and N. W. F. P. Figures for 1946 and earlier years relate to pre-partition British India. Subsequent statistics relate to the corresponding States of the Indian Union.

Till 1946, these statistics covered the Provinces of the pre-partition British India. The statistics for the subsequent years relate to the 9 Part A States, the centrally administered areas of Delhi, Ajmer and Coorg and the Andaman and Nicobar Islands. During the last four years, the coverage has been gradually expanding with the merger of certain former princely States with the Part A States. The statistics for 1949, for instance, cover for the first time certain areas such as Baroda and Kolhapur, which were merged with the Bombay State for administrative purposes. The scope of the Act under which these statistics are collected has also undergone considerable change during these four years. The Factories Act, 1948, came into force on 1st April 1949 replacing the old Act of 1934. The new Act covers all factories using power and employing 10 workers or more as also those not using power but employing 20 workers or more. Moreover, State Governments are empowered under the Act to notify any other factory or class of factories. As against this, the coverage of the old Act was restricted to factories using power and employing 20 workers or more and others employing 10 workers or more if notified by the States concerned. Although the new Act came into force in 1949, registration of factories under the Act could not

be completed during that year. The full effects of the extension of coverage under the new Act could thus be seen only in the statistics relating to 1950.

It will be seen from the table that in 1950 there were over 27 thousand working factories as against less than 16 thousand in 1948. The employment figures, however, do not show a correspondingly high increase because the newly registered factories are generally small and many of them have not been able to submit their returns. The employment figure for 1950, however, still shows an increase of about 2·9 per cent. over 1949 and of about 6·1 per cent. over 1948.

Table II shows the number of factories and the number of workers employed therein during 1949 and 1950 in the various States covered by these statistics. The State which contributed most to the increase in the number of factories was Madras, where a large number of hand-loom factories, hotels and restaurants were either registered or notified under the Factories Act during the year. There was also a notable increase in the number of factories in Bihar where a large number of mica factories were brought under the control of the Act by notification. In Bombay, Madhya Pradesh and Punjab also there was considerable increase in the number of factories.

TABLE II

NUMBER OF FACTORIES COVERED BY THE FACTORIES ACT AND THE NUMBER OF WORKERS EMPLOYED THEREIN, BY STATES, 1949 AND 1950

Name of the State	Number of factories		Percentage increase (+) or decrease (—) in 1950 over 1949	Average daily number of workers employed		Percentage increase (+) or decrease (—) in 1950 over 1949
	1949	1950		1949	1950	
1	2	3	4	5	6	7
Assam ..	774	807	4·3	61,132	61,262	0·2
Bihar ..	731	2,231	205·2	1,55,334	1,80,204	16·0
Bombay ..	6,835	7,383	8·0	7,89,463	7,73,332	—2·0
Madhya Pradesh	1,062	1,418	33·5	96,273	1,00,056	3·9
Madras ..	5,432	10,061	85·2	3,23,950	3,91,457	20·8
Orissa ..	254	289	13·8	13,359	14,439	8·1
Punjab ..	744	1,191	60·0	39,342	50,413	28·1
Uttar Pradesh	1,349	1,447	7·3	2,33,837	2,32,695	—0·5
West Bengal	2,197	2,414	9·9	6,65,008	6,41,694	—3·5
Ajmer ..	51	54	5·9	15,380	16,597	7·8
Coorg ..	9	24	166·7	82	485	491·5
Delhi ..	388	432	11·3	38,806	40,268	3·8
Andaman and Nicobar Islands.	3	3	..	2,000	1,497	—25·1
Total ..	19,829	27,754	40·0	24,33,966	25,04,399	2·9

The employment figures for 1950 show an increase in all major States, excepting Bombay, U.P., and West Bengal mainly as a result of the increase in the number of factories covered by the statistics. In Bombay, there was a fall of about 16 thousand in the average daily employment on account of a reduction of over 27 thousand in the number of workers employed in the textile industry in the State. In U. P. also there was a slight drop in the average daily employment in factories due to reduction in employment in the textile and other industries. Employment in West Bengal declined by about 23 thousand mainly on account of a reduction of 15 thousand in jute and 3 thousand in cotton.

Table III gives a distribution of the number of factories and the average daily employment in 1950 according to industries. These statistics are available in respect of factories registered under Section 2(m) only. Although similar information is not available in respect of

TABLE III

NUMBER OF FACTORIES COVERED BY THE FACTORIES ACT AND THE NUMBER OF WORKERS EMPLOYED THEREIN, BY INDUSTRIES, IN 1950

Industry	No. of working factories		Average daily number of workers employed	
	1st half	2nd half	1st half	2nd half
1	2	3	4	5
Processes allied to agriculture (gins and presses).	1,533	1,251	73,893	51,259
Food, except beverages	5,841	6,344	2,94,532	2,98,920
Beverages	122	116	5,587	5,529
Tobacco	1,472	1,847	92,986	85,491
Textiles	2,137	2,391	10,01,480	10,04,813
Footwear, other wearing apparel and made-up textile goods.	80	106	8,208	7,828
Wood and cork, except furniture ..	582	628	20,887	20,446
Furniture and fixtures	132	147	6,273	6,762
Paper and paper products ..	84	85	20,133	19,691
Printing, publishing and allied industries	1,341	1,447	67,864	68,218
Leather and leather products, except footwear	318	370	13,578	12,840
Rubber and rubber products ..	94	94	19,906	21,224
Chemicals and chemical products ..	770	750	60,082	63,310

1	2	3	4	5
Products of petroleum and coal ..	63	71	12,549	13,511
Non-metallic mineral products (except petroleum and coal).	895	1,038	87,803	1,03,109
Basic metal industries	584	633	90,412	93,347
Metal products, except machinery and transport equipment.	932	1,154	45,224	52,733
Machinery except electrical machinery	1,410	1,428	76,127	82,623
Electrical machinery, apparatus and supplies.	162	180	25,751	26,306
Transport equipment	748	787	1,82,095	1,79,572
Miscellaneous manufacturing industries.	735	809	1,23,480	1,13,223
Electricity, gas and steam ..	263	288	21,864	22,017
Water and sanitary services ..	69	77	3,534	3,809
Recreation services (cinema studios)	41	42	4,044	3,871
Personal services (Laundries and laundry services, dyeing and cleaning).	29	31	998	1,206
Total ..	20,437	22,114	23,59,290	23,61,658

the factories notified under Section 85, it is known that this group of factories consists mainly of handloom factories in Bombay and Madras, mica factories in Bihar, and hotels and restaurants in Madras. The number of such notified factories and the number of workers employed therein are given below in respect of each State.

Name of State	No. of notified factories	Average daily employment reported
Madras	3,298	26,510
Bombay	798	5,091
Bihar	940	4,416
Coorg	13	102

Table III shows that out of a total employment of about 24 lakhs of workers reported by the factories, over 10 lakhs are employed in the textile industries including cotton, jute, woollen and silk textiles. Nearly 3 lakhs were employed in the food group of industries which include rice mills, flour mills and sugar factories. Manufacture of transport equipment which covers railway workshops, shipbuilding and marine engineering, etc., accounts for the employment of about 1·8 lakhs of workers

The miscellaneous group of industries which employs over a lakh of workers includes among others ordnance factories which employ about 89 thousand workers.

The age-sex classification of factory workers in various States is shown in Table IV. Here too information is available in respect of the Section 2(m) factories only.

TABLE IV

AVERAGE DAILY NUMBER OF ADULTS, ADOLESCENTS AND CHILDREN EMPLOYED IN FACTORIES, 1950

	Total employment	Adults		Adolescents	Children
		Men	Women		
Assam	61,262	47,013	11,960	1,833	456
Bihar	1,75,788	1,60,920	11,274	2,956	638
Bombay	7,68,241	6,81,463	80,560	5,563	655
Madhya Pradesh ..	1,00,056	77,654	19,510	2,634	258
Madras	3,64,947	2,69,392	85,494	5,835	4,226
Orissa	14,439	10,844	3,026	538	31
Punjab	50,413	47,031	2,376	414	592
Uttar Pradesh ..	2,32,695	2,29,362	2,397	655	281
West Bengal	6,41,694	5,81,318	56,798	3,118	460
Ajmer	16,597	14,785	1,783	21	8
Coorg	383	215	168	..	..
Delhi	40,268	39,564	447	98	159
Andaman and Nicobar Islands.	1,497	1,450	18	29	..
Total ..	24,68,280	21,61,011	2,75,811	23,694	7,764

The States which employ women and children in considerable numbers are Madras, Bombay and West Bengal. The percentages of women, adolescents and children employed in these States to the total employed were 26·2, 11·3 and 9·4 respectively. The proportion was also high in Orissa and Assam being 24·9 and 23·3 respectively. Cotton and jute mills account for nearly half the total number of women employed in all factories, the other main sources of employment for women being the seasonal factories particularly, cotton ginning and pressing factories and tea factories.

Factories in the former Princely States.—As already stated, the statistics given above relate only to 9 Part A States, 3 Part C States and the Andaman and Nicobar Islands. In regard to the Part B and other Part C States information is collected annually on the number of factories and the number of workers employed therein for publication in the "*Large Industrial Establishments in India*". The information relates to all factories registered or notified under the Factories Act, 1948, which has now been extended to all States except Jammu and Kashmir. The statistics thus available for the year 1949 are given in Table V.

TABLE V

NUMBER OF FACTORIES AND WORKERS EMPLOYED THEREIN IN PART B AND CERTAIN PART C STATES

	1948		1949	
	No. of factories	Average daily number of workers employed	No. of factories	Average daily number of workers employed
Baroda	205	47,590	‡	‡
Hyderabad ..	638	68,782	582	63,162
Jammu and Kashmir	54	54,310	56	62,109
Madhya Bharat ..	791	81,951	791	81,951
Mysore	507	82,010	506	84,880
PEPSU	140	11,174	168	12,837
Rajasthan ..	169	8,157	102	12,692
Saurashtra ..	348	40,729	393	35,473
Travancore-Cochin	408	68,894	536	77,724
Bhopal	6	3,495	6	3,502
Himachal Pradesh	3	817	3	775
Kutch	20	1,969	18	1,809
Vindhya Pradesh ..	59	3,801	66	4,480
Total ..	3,348	73,679	3,227	4,41,394

The main industries in Hyderabad, Mysore, Madhya Bharat and Saurashtra are cotton ginning, pressing, spinning and weaving. In Kashmir the major industries are silk and woollen manufactures. The other important industries in Hyderabad are rice milling, tobacco manufacture, paper, printing and stone dressing. Mysore employs a considerable number of workers in silk mills, general and electrical engineering, iron and steel works and tobacco manufactures. Rope works and cashewnut factories in Travancore-Cochin employ a considerable number of workers. Table VI shows the industrial classification of factory employment in these States in 1949.

‡ Merged with Bombay State in 1949.

TABLE VI

NUMBER OF FACTORIES AND THE NUMBER OF WORKERS EMPLOYED THEREIN IN PART B AND CERTAIN PART C STATES BY INDUSTRIES

Industry	1948*		1949	
	Number of factories	Average daily number of workers employed	Number of factories	Average daily number of workers employed
Textiles	283	1,73,974	279	1,80,732
Engineering	274	30,347	279	31,868
Minerals and Metals ..	195	14,574	201	15,516
Food, Drink and Tobacco	641	79,028	640	83,385
Chemicals, Dyes, etc. ..	507	29,253	466	24,947
Paper and Printing ..	98	9,177	110	9,273
Wood, Stone and Glass	233	26,363	252	30,018
Skins and Hides ..	48	2,647	58	2,461
Gins and Presses ..	699	43,012	719	39,387
Miscellaneous ..	165	17,774	223	23,807
Total ..	3,143	4,26,089	3,226	4,41,394

* Figures exclude Baroda. Information relating to Madhya Bharat relates to 1949.

MINES

Information relating to employment in mines covered by the Indian Mines Act is published in the annual reports of the Chief Inspector of Mines. Table VII shows the number of mines subject to the Act and the

TABLE VII

NUMBER OF MINES COVERED BY THE INDIAN MINES ACT AND THE AVERAGE DAILY EMPLOYMENT* THEREIN, 1929 AND 1939 TO 1950

Year	No. of mines	Average daily number of workers employed						
		Underground		Open workings		Surface		Total
		Men	Women	Men	Women	Men	Women	
1929 ..	1,732	92,856	24,089	54,235	28,728	51,954	17,839	2,69,701
1939 ..	1,864	1,46,827	..	50,306	26,253	57,765	24,093	3,05,244
1940 ..	1,807	1,56,238	..	53,344	30,241	61,476	26,897	3,28,196
1941 ..	1,908	1,65,356	..	55,635	32,776	64,836	29,334	3,47,937
1942 ..	2,201	1,62,959	..	61,030	37,053	66,212	21,292	3,57,646
1943 ..	2,329	1,53,455	7,111	56,636	32,547	66,867	32,745	3,49,361
1944 ..	2,359	1,35,150	10,321	60,241	34,625	79,860	35,751	3,64,948
1945 ..	2,151	1,37,279	22,517	62,335	32,975	91,698	39,486	3,86,290
1946 ..	2,119	1,42,972	10,781	68,780	41,665	99,147	49,373	4,12,719
1947† ..	1,976	1,51,200	..	63,228	40,067	1,01,585	51,183	4,07,263
1948† ..	1,897	1,57,386	..	58,092	34,958	98,885	46,544	3,95,865
1949† ..	2,032	1,66,906	..	62,873	38,356	1,06,210	46,814	4,21,159
1950‡ ..	2,085	1,90,320	..	70,488	44,373	1,14,447	52,133	4,71,761

*These figures include all persons employed in or about the mines.

†These figures relate to the 9 Part A States and the centrally administered States of Delhi and Ajmer whereas the figures for the previous years relate to pre-partition British India.

‡The figures cover, in addition, the coal mines in Hyderabad, Rajasthan, Vindhya Pradesh and Kutch and the diamond mines in Vindhya Pradesh.

average daily number of workers employed therein in 1929 and from 1939 to 1950. The statistics for the years 1929 to 1946, relate to the pre-partition British India, while those for the years 1947 to 1949 relate to the 9 Part A States of the Indian Union and the centrally administered States of Delhi and Ajmer. The statistics relating to 1950 include for the first time the coal mines in Hyderabad, Rajasthan, Vindhya Pradesh and Kutch as also the diamond mines in Vindhya Pradesh. The number of workers employed in these mines was 27,334 (including 2,023 workers employed in diamond mines). Excluding these, the total employment in mines in 1950 in the areas covered in 1949, was 4,44,427. Employment in mines thus showed in 1950 an increase of about 5·5 per cent. over 1949. The increase was of the order of 2 per cent. in coal mines, 7 per cent. in mica mines, 56 per cent. in manganese mines and 10 per cent. in iron ore mines. Statistics of employment for major minerals for selected years are given in Table VIII.

TABLE VIII

EMPLOYMENT IN MINES, BY MINERAL PRODUCED, 1945 TO 1950
(FIGURES FOR THE INDIAN UNION)

Mineral	1945	1946	1947	1948	1949	1950
Coal ..	2,88,276	3,16,018	3,21,537	3,08,363	3,18,354	3,49,889†
Mica ..	38,208	32,940	31,656	31,490	28,908	31,,010
Manganese	9,580	10,659	15,092	16,068	22,459	34,952
Iron Ore ..	6,883	7,043	6,655	7,068	15,833	17,379
Others ..	30,351	33,716	32,323	32,976	35,605	38,531‡
Total ..	3,73,298	4,00,376	4,07,263	3,95,865	4,21,159	4,71,761

* Includes 25,311 workers employed in areas not covered till 1949.
† Includes 2,023 workers employed in areas not covered till 1949.

The Indian mining industry is concentrated mainly in Bihar and West Bengal which together account for about three-fourths of the total labour employed in mines. These two States also produce the bulk of the Indian coal. Bihar also produces a major portion of iron ore and mica. With the merging of some of the smaller States with Orissa, it has also become an important mining centre producing coal, iron ore and manganese.

The distribution of employment in mines according to States for the areas covered by the statistics prior to 1950 is given in Table IX. The year 1950 showed an increase in the employment in mines in all major mining centres excepting Madras where the number of workers employed in the stone quarries and gypsum mines showed a drop as compared to the previous year.

TABLE IX

EMPLOYMENT IN MINES, BY STATES, 1945 TO 1950 (FIGURES FOR THE INDIAN UNION)

State	1945	1946	1947	1948	1949	1950
Bihar ..	2,45,020	2,59,186	2,54,774	2,38,727	2,32,673	2,39,994
West Bengal	75,543	80,373	89,682	89,141	90,231	92,074
Madhya Pradesh	32,329	36,491	39,811	42,259	53,277	65,335
Madras ..	11,764	13,103	12,504	15,612	17,502	15,961
Orissa ..	1,097	1,366	1,476	2,055	18,575	20,880
Others ..	7,545	9,857	9,016	8,071	8,901	10,183
Total ..	3,73,298	4,00,376	4,07,263	3,95,865	4,21,159	4,44,427

Mines in the former Princely States.—Some information relating to employment in mines in the areas not covered by the above statistics is available from the Director, Geological Survey of India. The latest information thus available, which relates to 1949, is shown in the Statistical Appendix. Mines in these areas employed 54,472 workers in 1949 according to this information. Most of these workers were employed in the coal mines in Hyderabad, Vindhya Pradesh, etc., and the gold mines in Mysore. Table X gives serial statistics of employment in coal mines according to States for the years 1945 to 1950. The data for 1950 are those collected by the Chief Inspector of Mines and included in Tables VII and VIII above.

TABLE X

EMPLOYMENT IN COAL MINES IN FORMER PRINCELY STATES 1945 TO 1950

	1945	1946	1947	1948	1949	1950
Vindhya Pradesh	8,680	9,819	9,328	8,928	8,509	8,354
Eastern States	12,617	13,297	13,297*	†	†	†
Hyderabad	17,228	19,322	18,221	16,303	16,693	16,818
Jammu and Kashmir	160	65	107	107	90	90*
Rajasthan..	174	174*	248	324	265	134
Khasi & Kohat state	303	684	390	‡	‡	‡
Kutch ..	..	..	..	..	..	5
Total	39,162	43,361	41,591	25,662	25,557	25,401

* Previous year's figure repeated.

† Merged with Orissa and Madhya Pradesh.

‡ Merged with Assam

Table XI shows the number of workers employed in the Kolar Gold Fields for the years 1939 to 1951. The figures have been furnished partly by the Kolar Gold Fields Central Welfare Committee and partly by the Director, Geological Survey of India.

TABLE XI

EMPLOYMENT IN THE KOLAR GOLD FIELDS, 1939 TO 1951

Year	Number of persons employed	Year	Number of persons employed
1939 ..	28,315	1946	22,075
1940 ..	29,035	1947	19,488
1941 ..	28,635	1948	23,889
1942 ..	27,187	1949	23,891
1943 ..	24,816	1950 September	20,521
1944 ..	22,478	1951 October	22,349
1945 ..	21,194		

Oil Fields.—The oil fields in Assam are not covered by the Indian Mines Act. Information relating to this sector has not therefore been included in the statistics relating to mines given above. The following table gives the information collected from the Assam Oil Co., for the years 1948 to 1951. The figures relate to the end of December each year.

TABLE XII

EMPLOYMENT UNDER THE ASSAM OIL CO., 1948-51

Year	Oilfields	Refinery	Installation	General	Total
1948	3,404	1,581	491	1,649	7,125
1949	3,366	1,545	481	1,591	6,983
1950	3,468	1,641	501	1,659	7,269
1951	3,421	1,770	513	1,731	7,435

Plantations

The tea, coffee and rubber plantations in India provide employment to about 12 lakhs of workers : nearly 10 lakhs in tea plantations, over 1½ lakhs in coffee plantations and about half a lakh in the rubber estates. Tea plantations are located mainly in Assam, West Bengal, Madras and Travancore-Cochin. Coffee and rubber plantations are, however, mostly concentrated in South India in the States of Madras, Coorg, Mysore, and Travancore-Cochin. Statistics relating to plantations are published by the Ministry of Agriculture in the *Indian Tea Statistics*, the *Indian Coffee Statistics* and the *Indian Rubber Statistics*. Table XIII compiled from the figures furnished by the Ministry of Agriculture shows the number of estates, their acreage and the average daily number of workers employed therein.

TABLE XIII

NUMBER OF ESTATES, ACREAGE AND THE AVERAGE DAILY EMPLOYMENT IN 1949

	Number of estates	Acreage	Average daily number of workers employed
Tea	6,751	23,92,434	9,85,616
Coffee*	10,218	3,86,025	1,77,297
Rubber	15,443	2,31,104	48,051

*Figures relate to the year ending 30th June 1949.

Detailed statistics of employment in plantations in the Indian Union for the year 1949 furnished by the Ministry of Agriculture are published in the Statistical Appendix. Table XIV gives the available figures of employment in plantations in India for recent years. It shows an increase in the total employment on plantations in 1949.

TABLE XIV

AVERAGE DAILY NUMBER OF WORKERS IN PLANTATIONS, 1945 TO 1949

Year	Tea	Coffee*	Rubber	Total
1945‡	8,74,753†	1,51,832	52,571	10,79,356
1946‡	10,84,030†	1,50,412	47,571	12,82,013
1947	9,83,476†	1,52,077	44,838	11,80,391
1948	9,68,993†	1,58,721	48,782	11,76,496
1949	9,85,616	1,77,297	48,051	12,10,964

*Figures relate to 1945-46, 1946-47, etc.
†Estimated by adopting previous year's figures for certain areas.
‡Including Sylhet.

The plantation industry being mainly agricultural in character, the bulk of the labour force is settled on the estates, especially in the case of tea plantations both in the North as well as in the South. In coffee plantations, however, a majority of the workers come from the neighbouring villages. In the rubber estates also nearly half the labour force comes from outside. Table XV shows the extent of outside labour working on tea, coffee and rubber plantations. A major part of the outside labour, it wiill be seen, is temporary.

TABLE XV

EMPLOYMENT IN PLANTATIONS CLASSIFIED AS GARDEN AND OUTSIDE LABOUR

	Garden labour	Outside labour		Total
	Permanent	Permanent	Temporary	
Tea	8,80,774	53,180	51,662	9,85,616
Coffee	82,922	32,553	61,822	1,77,297
Rubber	23,883	9,408	14,760	48,051

Information regarding the age-sex distribution of the workers employed in the plantations is available in respect of Assam only. The Controller of Emigrant Labour publishes in his annual report on the working of the Tea Districts Emigrant Labour Act, 1932, statements showing the number of workers on books as well as the average daily number of persons employed, classified as men, women and children, based on statistics collected for two months in the year, namely March and September. Table XVI gives the available data for selected years.

TABLE XVI

EMPLOYMENT IN THE ASSAM TEA PLANTATIONS BY AGE AND SEX, 1944-45 TO 1949-50

	Number of workers on books			Average daily working strength		
	Men	Women	Children	Men	Women	Children
1944-45—Settled	233,279	225,634	86,635	181,842	148,381	63,694
Faltu or *Basti*	18,484	24,994	9,025	11,300	14,881	5,747
1945-46—Settled	236,931	205,891	83,747	189,838	146,085	63,627
Faltu or *Basti*	27,255	32,310	11,248	18,010	20,645	7,028
1946-47—Settled	210,150	176,093	66,955	164,698	124,393	54,606
Faltu or *Basti*	24,554	29,542	9,711	15,976	18,642	6,290
1947-48—Settled	211,758	181,484	70,873	169,665	136,384	52,160
Faltu or *Basti*	25,798	29,528	8,925	14,430	19,824	5,889
1948-49—Settled	223,657	196,177	60,537	183,556	130,374	47,243
Faltu or *Basti*	29,666	32,751	7,981	19,975	21,732	5,172
1949-50—Settled	225,929	190,325	67,103	193,974	149,451	53,912
Faltu or *Basti*	28,345	37,153	8,593	21,438	25,243	6,017

It will be seen from this table that women and children together number more than men on the Assam tea plantations. Since May, 1948, it has, however, been decided that children under 12 years of age should not be employed on plantations. This resulted in a reduction in the number of children employed in 1948-49.

TRANSPORT AND COMMUNICATIONS

Railways.—The annual reports of the Railway Board contain statistical data relating to the number of persons employed on the Class I, Class II and Class III railways as also in the Railway Board and other railway offices. Table XVII gives the statistics collected from these reports for the years 1939-40 to 1950-51. This information is confined to persons directly employed by the railways or the Railway Board and does not cover workers employed by contractors. According to the latest information available on the subject, the railway contractors employed in 1949-50 about 7 lakhs of workers. The total employment on railways can thus be estimated to be about 16 lakhs of workers.

TABLE XVII

EMPLOYMENT ON RAILWAYS, 1939-40 TO 1950-51

Year	Class I Railways	Class II Railways	Class III Railways	Railway Board and other offices	Total
1939-40	6,67,015	26,015	7,347	8,664	7,09,041
1940-41	6,87,695	24,379	7,296	8,743	7,28,113
1941-42	7,21,140	20,190	7,414	8,977	7,57,721
1942-43	7,89,675	21,089	7,341	9,153	8,27,258
1943-44	8,50,868	21,295	7,457	9,452	8,89,072
1944-45	9,29,297	23,670	7,705	3,861	9,64,533
1945-46	9,58,578	20,370	8,005	3,921	9,90,874
1946-47*	7,39,547	20,587	8,005	3,863	7,72,002
1947-48	8,71,565	21,449	8,719	5,037	9,06,770
1948-49	8,85,795	22,861	8,911	12,451	9,30,018
1949-50	8,58,920	16,633	9,026	14,696	8,99,275
1950-51	8,85,008	18,148	9,405	10,593	9,23,154

*Excluding B. & A. and N. W. Railways. Statistics for 1946-47 and earlier years exclude employment on construction and relate to pre-partition India. The subsequent statistics cover construction also and relate to the Indian Union.

The year 1950-51 showed an increase in the number of workers employed on all the three classes of railways. The Railway Board and other offices, however, showed a reduction in their staff this year as compared to the previous year. The trends in employment during recent years on each of the Class I railways which account for the bulk of the total employment on railways are shown in Table XVIII.

TABLE XVIII

EMPLOYMENT ON CLASS I RAILWAYS

Name of Railway	1947-48	1948-49	1949-50	1950-51
Assam	31,543	37,506	41,747	45,553
B. N.	1,02,886	1,03,670	1,01,783	1,09,845
B. S.	5,558	5,566	5,782	5,897
B. B. &. C. I.	85,782	87,216	89,543	94,864
E. I.	2,22,108	2,22,520	2,10,202	2,10,371
E. P.	45,663	45,921	46,926	51,291
G. I. P.	1,57,834	1,63,015	1,44,444	1,45,787
Jodhpur	9,322	6,455	7,057	7,464
M. & S. M.	77,539	74,065	71,449	67,858
M. S.	9,066	9,830	9,972	9,919
N. S.	20,413	19,600	21,945	20,984
O. T.	50,360	54,522	50,813	53,544
S. I.	53,491	55,909	57,257	61,631
Total ..	8,71,565	8,85,795	8,58,920	8,85,008

The statistics of employment given above include all categories of persons including gazetted officers, subordinate staff and the daily-rated inferior staff. In accordance with the recommendations of the Central Pay Commission, these have been re-classified into four classes. The statistics for 1950-51 show that, of the 9,23,154 workers employed on the Railways 2,415 were Gazetted Officers and officers of similar rank (Class I and Class II). The rest belong to Classes III and IV. More detailed information is available in respect of the employees of the Indian Government Railways, Railway Board and other railway offices which together employed in 1950-51, 8,51,337 workers. Of these, 2,079 were Class I and Class II officers, 12,066 were Class III staff employed on scales of pay rising to above Rs. 250/- per month, 1,82,876 were Class III employees on lower scales of pay, 2,11,974 were Class IV staff of the workshops and the mechanical department and 4,42,342 were Class IV staff of the other departments. The Class IV staff is further classified according to skill as follows :—

TABLE XIX

CLASSIFICATION OF CLASS IV STAFF ON RAILWAYS

Class	No. of workers
Highly skilled	2,076
Skilled	97,675
Semi-skilled	72,983
Unskilled supervisory	13,236
Unskilled :	
Mazdoors	1,42,631
Others	2,54,875
Other grades	70,840
Total	6,54,316

Posts and Telegraphs.—Posts and Telegraphs employ nearly 2 lakhs of workers. Information obtained from the Director-General of Posts and Telegraphs regarding the strength of the non-gazetted staff employed in that Department as on 31st March, 1951, is presented in Table XX.

TABLE XX

EMPLOYMENT IN POSTS AND TELEGRAPHS, MARCH 1951

Occupation	No. of persons employed
Audit and Accounts staff	5,552
Inspectors, Head Clerks, etc.	760
Sub-post-masters, Clerks, etc.	51,795
Branch post-masters	319
Overseers and Postmen	35,503
Mail guards	379
Runners	8,077
Telegraph messengers, delivery messengers, etc.	29,166
Linemen and Lineriders	5,788
Telephone and wireless operators, Monitors and Telephone Inspectors	5,481
Telegraph masters, Telegraphists and postal signallers	3,597
Engineering and wireless supervisors	704
Repeater station assistants	279
Other miscellaneous staff	7,806
Extra departmental agents	38,096
Total	1,93,302

Tramways.—Tramways exist in India only in the four major cities of Calcutta, Bombay, Madras and Delhi and these employ nearly 14,000 workers. The latest information available in respect of each of these tramways is given in Table XXI. Most of the workers employed in tramways are men. Employment of women and children is reported orly from Madras where a few women and children are employed as permanent way workers.

TABLE XXI

EMPLOYMENT IN TRAMWAYS, SEPTEMBER, 1951

Centre	Number of workers employed			Total
	Traffic department	Workshop	Other departments	
Bombay	3,648	1,004	1,180	5,832
Calcutta	5,781	1,560	2,509	9,850
Delhi	180	138	43	361
Madras	847	369	481	1,697
Total ..	10,456	3,071	4,213	17,740

Motor Transport.—No regular statistics are being collected regarding motor transport either by the Central Government or by the State Governments. The Labour Investigation Committee conducted an enquiry into the conditions of labour in bus services but the enquiry was limited to the major cities where tramways also were in existence. The unorganised character of the industry has so far been mainly responsible for the complete lack of information in regard to this sector. Recently, however, motor transport has partly been nationalized in a number of States and information is now forthcoming in such cases. The information recently supplied by some of the State Governments in response to the Bureau's request is given in Table XXII.

TABLE XXII

NUMBER OF WORKERS EMPLOYED IN STATE TRANSPORT SERVICES, SEPTEMBER 1951

State	Men	Women	Children	Total
Assam	1,057	3	..	1,060
Madhya Pradesh	1,277	..	..	1,277
Madras	2,765	..	..	2,765
Punjab	1,165	..	..	1,165
Uttar Pradesh	7,552	..	..	7,552
West Bengal	1,888	..	..	1,888
Hyderabad	3,141	..	19	3,160
Madhya Bharat	845	..	..	845
Saurashtra	346	..	..	346
Travancore-Cochin	1,010	..	..	1,010
Bilaspur	15	..	..	15
Delhi	1,554	..	..	1,554
Himachal Pradesh	46	..	..	46
Kutch	249	10	..	259

Ports.—The major ports of the Indian Union are at Bombay Calcutta, Madras, Visakhapatnam and Cochin. A new port at Kandla on the West coast is also now being developed. These ports provide employment directly or indirectly for about half a lakh of workers.

Labour employed in the ports is not engaged by one authority, but by different agencies employing different categories of workers. Such agencies include the Port Trusts or Port Commissioners, stevedores, coaling firms, owners of barges and lighters, ship repairing and painting firms, etc. In Bombay, for example, the work of loading and unloading cargoes is done partly by the Port Trust labour and partly by the stevedore labour. While the former handles the cargo on the shore the latter handles cargo on the ship.

Information regarding the labour employed is, however, collected only from the port authorities and the stevedores' associations. It is, therefore, not presumably complete and relates mainly to the labour directly employed by the port authorities and by the stevedores. The latest available information is given in Table XXIII.

TABLE XXIII

EMPLOYMENT IN MAJOR PORTS, SEPTEMBER 1951

Name of the Port	Average daily number of workers employed			
	By Port Authorities	Through Contractors	By Stevedores, etc.	Total
Bombay	12,847	160	3,407	16,414
Calcutta	18,551	2,327	*	20,878
Madras	2,506	..	500	3,006
Visakhapatnam	2,197	1,393	1,153	4,743
Cochin	1,190	736	800	2,726
Kandla	80	1,160	75	1,315
Total ..	37,371	5,776	5,935	49,082

* Not known.

Seamen.—No reliable statistics are available regarding the number of seafarers in India and the average daily employment on ships. Prof. B. P. Adarkar and Dr. Laura Bodmer, who made some enquiries in this respect in 1946, estimated that the number of seamen available for employment was nearly 3,00,000 while the number actually employed was about 50,000. The matter was also discussed in a Report published some time back by the International Labour Office on Seafarers' Conditions in India and Pakistan†. According to the report although fairly complete records were available of all the men to whom continuous discharge certificates had been issued there was no means of checking how many

† Seafarers Conditions in India and Pakistan, I. L. O., 1949. p. 8.

of these men had left the sea or had died. In Calcutta, for instance, the number of certificates issued was over 1,70,000 but how many of the holders had left the sea or died was not known. In order to have reliable statistics regarding the number of seamen of various categories, the Ministry of Transport propose to undertake shortly a census of seamen available for employment at Calcutta and Bombay and all seamen will be required to register themselves afresh with the shipping office.

According to information now available, the number of seamen engaged in 1950-51 was about 35 thousand at Bombay and about 29 thousand at Calcutta.

MUNICIPALITIES

In respect of municipalities also no regular statistics are available regarding employment. The Labour Investigation Committee covered in 1944 a number of municipalities and published figures of employment in respect of these municipalities. Since then, the Labour Bureau has been conducting periodical enquiries into labour conditions in selected municipalities in the country and collecting information regarding employment among other subjects. The number of persons employed in leading municipalities in July, 1951, and January, 1950, is shown in Table XXIV. These figures include the staff employed in the various departments of the municipalities such as public works, public health, water works, electricity, etc.

TABLE XXIV

NUMBER OF WORKERS EMPLOYED IN 19 SELECTED MUNICIPALITIES

Centre	Population in 1951	Number of workers employed				
		July 1951				January 1950
		Men	Women	Childen	Total	
Assam—						
Gauhati ..	N.A.	265	71	..	336	336
Bihar—						
Patna ..	2,83,479	857	706	..	1,563	1,589
Bombay—						
Bombay ..	28,39,270	..	..	..	..	23,999
Ahmedabad	7,88,333	4,751	1,391	38	6,180	7,339
Poona ..	4,80,982	1,578	1,062	..	2,640	2,422
Madras—						
Madras ..	14,16,056	8,391	1,735	522	10,548	10,480
Madhurai *	3,61,781	1,193	450	12	1,655	1,609
Coimbatore	1,97,755	802	326	..	1,128	876
Orissa—						
Cuttack ..	1,02,505	370	261	..	631	667
Punjab—						
Ambala ..	N.A.	154	32	..	186	204
Simla ..	N.A.	869	5	..	875	712
U.P.—						
Lucknow ..	4,96,861	6,458	714	93	7,265	2,540
Kanpur ..	7,05,383	1,635	1,620	..	3,255	2,480

TABLE XXV—*contd.*

Centre	Population in 1951	Number of workers employed				
		July 1951				January 1950
		Men	Women	Childen	Total	
West Bengal—						
Calcutta ..	25,48,677	19,008	995	288	20,291	17,986
Hyderabad—						
Hyderabad	10,85,722	848	1,360	..	2,208	2,118
Mysore—						
Bangalore	7,78,977	1,537	883	..	2,420	2,453
Ajmer—						
Ajmer ..	1,96,633	867	8	..	875	1,058
Delhi—						
Delhi ..	9,14,790	3,248	651	12	3,911	3,982
New Delhi	2,76,314	2,311	158	..	2,469	2,373

N.A.—Not available.
* Employment figures relate to September 1951.

With a view to obtaining more complete information regarding employment in municipalities, the Bureau requested the State Governments to furnish the information at least in respect of the principal municipalities in each State. In response to this request certain States have furnished the information in respect of the municipalities in those States. The information thus obtained is given in Table XXV.

TABLE XXV

NUMBER OF PERSONS EMPLOYED BY MUNICIPALITIES, SEPTEMBER, 1951

State	Men	Women	Children	Total	Remarks
Assam ..	1,034	336	..	1,370	5 municipalities.
Bihar	8,070	4,675	134	12,879	24 municipalities.
Madhya Pradesh.	10,283	3,381	219	13,883	
Madras ..	16,927	6,062	1,333	24,322	13 municipalities.
Punjab ..	1,588	277	..	1,865	
Uttar Pradesh	12,982	2,657	179	15,818	7 municipalities.
Hyderabad ..	3,926	4,087	..	8,013	
PEPSU ..	533	425	14	972	11 municipalities.
Travancore-Cochin.	1,671	903	..	2,574	23 municipalities.
Ajmer ..	1,850	249	..	2,099	3 municipalities.
Bhopal ..	550	350	60	960	Contract labour not covered.
Bilaspur ..	18	9	..	27	
Coorg ..	88	49	..	137	
Delhi ..	4,657	682	12	5,351	3 municipalities.
Himachal Pradesh.	65	34	9	108	4 municipalities.
Kutch ..	89	93	8	190	
Tripura ..	54	41	2	97	
Vindhya Pradesh.	800	..	..	800	

PUBLIC WORKS

Employment in public works is subject to wide fluctuations being dependent upon the nature and extent of the works programme. The Labour Investigation Committee covered in their enquiries labour employed under the Central Public Works Department (CPWD) and estimated the total employment under this Department to be about 1,24,000 at the time of their investigation. According to information now furnished by the C.P.W.D. the Department employed in 1950-51 about 2,29,000 workers on an average per day. Over 90 per cent. of the labour was employed through contractors.

An effort was made to collect similar data in respect of the State Public Works Departments and the major river valley projects also. The response was, however, not satisfactory. The information available in respect of the C.P.W.D. and some of the State Public Works Departments and the River Valley Projects is given in Table XXVI.

TABLE XXVI

NUMBER OF WORKERS EMPLOYED ON PUBLIC WORKS, 1951

	Direct Labour			Contract Labour			Total
	Men	Women	Children	Men	Women	Children	
Central ..	38,608	10,252	476	2,05,102	73,912	7,515	3,35,865
Bihar ..	1,86,791	14,145	4,324	9	..	..	2,05,269
Bombay ..	84,952	8,414	4,350	2,591	927	132	1,01,366
Madhya Pradesh.	70,756	53,042	9,871	22,974	14,508	1,506	1,72,657
Madras* ..	1,04,278	64,909	50,117	1,23,171	81,604	3,815	4,27,894
Punjab ..	25,620	..	..	5,811	1,310	502	33,333
U. P. ..	13,942	20	10	3,44,010	12,145	430	3,70,557
Hyderabad	3,853	1,910	1,236	Not available			6,999
PEPSU ..	260	2	1	150	15	5	433
Rajasthan..	28,134	17,001	423	40,565	33,779	2,100	1,22,002
Travancore-Cochin.	186	..	..	1,17,631	44,572	1,969	1,64,358
River Valley Projects—							25,254
Damodar .	9,057	942	86	13,563	1,516	90	5,297
Hirakud ..	3,220	314	..	11,830	5,009	57	20,430
Bhakra-Nangal†	1,672	3	..	17,273	2,427	475	21,850
Tunga-bhadra.	14,040	5,751	6	11,760	6,286	880	38,723
Tapi ..	693	40	..	7,486	4,181	189	12,589

* In certain cases, where separate figures are not available in respect of contract labour, ombined figures have been shown under direct labour.

† Incomplete.

UNORGANISED INDUSTRIES

No reliable statistics, or even estimates, are available in respect of the employment in unorganised industries in India. According to an estimate framed by the Industries Division of the Planning Commission,

the handloom weaving industry alone provides employment to about a crore of workers. Besides this there are a number of other cottage industries which employ a considerable number of workers. In reply to the Labour Bureau's questionnaire on the subject some of the State Governments have furnished estimates relating to the number of persons employed in the various types of unorganised industries in their respective States and the information is summarised below.

The Director of Cottage Industries, Uttar Pradesh, estimates the total employment in cottage and unorganised industries in the State at 32,50,000. The industries include brassware, lock and scissor making, handloom weaving, wood carving, leather works, etc. In many cases the cottage industries provide subsidiary occupation to agricultural workers and usually the industries are family enterprises.

In Madhya Pradesh, handloom weaving and *bidi* making are the two most important unorganised industries. The total number of persons employed in the former is estimated by the Textile and Yarn Controller of the State to be 3,44,500. The industry is carried on mostly at the weavers' homes. The number of workers engaged in *bidi* making is estimated at 2 lakhs. There are in the State, besides these two, other cottage industries such as hand spinning, blanket weaving, dyeing and printing carpentry, brass and copper industries, pottery, basketry, etc.

According to certain enquiries recently made by the Punjab Government in connection with the fixation of minimum wages under the Minimum Wages Act, building and road construction and stone breaking and stone crushing employ about 30,000 workers. Shawl weaving in the State employs about a thousand workers.

Unorganised industries in the State of Jammu and Kashmir employ according to a survey held some years back, about 1,20,000 workers. In Travancore-Cochin, unorganised industries such as *bidi* making small printing presses, hotels and restaurants, shops, etc., are estimated to employ about 95,800 workers. The coir mats and matting industry in the State employs over 50,000 workers. Salt factories not covered by the Factories Act in the State employ about 2,000 workers. The number of workers employed in such industries is reported to be 5,000 in PEPSU and 5,400 in Saurashtra.

Among the centrally administered States, Delhi has 70,000, Vindhya Pradesh 50,000 and Bhopal 18,000 workers employed in unorganised industries such as building and road construction, stone breaking, *bidi* making, shawl weaving, etc.

SUMMARY

The position regarding employment in the various organised sectors of economic activity may now be summarised as in the following table.

TABLE XXVII

EMPLOYMENT IN FACTORIES, MINES, ETC.—SUMMARY

	1949	1950	1951
Factories—			
Part A and 3 Part C States	24,33,988	25,04,399	..
Part B and 7 Part C States	4,41,394	..	..
Mines—			
Part A and Part C States	4,21,159	4,71,761@	..
Part B and Part C States	54,472	..	..
Plantations	12,10,964	..	..
Railways*	8,99,275	9,23,154	..
Tramways†	13,810†	13,662‖	17,740¶
Post and Telegraphs‡	1,67,701	1,74,230	1,93,302
Major Ports§	50,684	53,258	49,082
C.P.W.D.	1,11,904	4,08,190	2,29,032

@Including coal and diamond mines in 7 Part B States and 1 more Part C State.
*Figures relate to 1949-50 and 1950-51.
†Figures relate to June 1948.
‡Figures relate to 31st March.
§Figures relate to August 1949, June 1950 and September 1951.
‖Figures relate to June 1950.
¶Figures relate to September 1951.

2. Employment Situation

So far as can be judged from the available information, the employment situation showed some improvement in 1950-51 over the past two years. According to a review of the Director-General of Resettlement and Employment, the main factors that affected the employment situation during the latter half of 1950, continued to operate in 1951 also. In general, opportunities for employment improved slightly during the period under review in the country as a whole although this cannot be considered as applicable equally to all parts of the country or to all sectors of employment. Comparatively more work was available for unskilled labour than for the educated, clerical and semi-skilled categories of employment seekers. As will be seen from a table published in the section on Employment Service, the number of vacancies notified to the Employment Exchanges increased from 1,04,560 in the 3rd quarter of 1950 to 1,23,109 during the first quarter of 1951. This level was more or less maintained during the subsequent months and the number of vacancies notified during the third quarter of 1951 was 1,22,014. Employment openings in the private sectors which showed an improvement during the first half of 1951, however, declined subsequently, the number of vacancies notified by the private employers falling from 72,502 in the first quarter of 1951 to 61,402 in the third quarter. The number of applicants placed in employment by the employment exchanges increased from 95,665 in the last quarter of 1950 to 1,06,067 in the third quarter of 1951. At the same time, an increasing number of persons were in search of jobs during the period as can be seen from the increase in the number of registrations from a monthly

average of 1,07,434 during October-December 1950 to 1,24,552 during July-September 1951. Consequently the end-of-the-month figures of the number of applicants on registers which declined from the peak level of 3,65,732 in August 1950 to 3,30,743 in December 1950 and remained more or less stationary during the subsequent six months, showed an increase again during the third quarter of 1951. The occupational pattern of the applicants on live registers shown in Table XXVIII indicates a tendency towards an increase in the percentage of applicants for clerical posts and a corresponding drop in the percentage of unskilled workers.

TABLE XXVIII

OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS

Month	Number on Live Registers of applicants for employment in							
	Industrial Supervisory Services	Skilled and Semi-skilled Services	Clerical Services	Educational Services	Domestic Services	Unskilled Services	Others	Total
January 1951	3,804	43,799	79,052	5,103	12,151	1,74,701	26,549	3,45,159
February ,,	3,357	43,549	80,119	4,801	11,975	1,73,773	26,174	3,43,748
March ,,	3,266	41,209	82,581	4,956	11,497	1,67,270	26,313	3,37,092
April ,,	3,349	39,560	86,079	5,366	11,493	1,60,334	25,191	3,31,372
May ,,	3,389	40,526	85,195	6,084	11,323	1,57,109	25,211	3,28,837
June ,,	3,505	40,065	89,357	6,710	11,613	1,55,192	23,927	3,30,369
July ,,	3,574	37,769	93,390	7,590	11,961	1,61,881	27,565	3,43,730
August ,,	4,195	40,916	94,626	7,497	12,755	1,72,391	26,434	3,58,814
September ,,	4,299	42,926	91,545	6,224	13,016	1,70,297	25,829	3,54,136

The influx of displaced persons from East Pakistan continued during the period under review. This influx reached its peak by the end of June 1951 and continued on a somewhat reduced scale upto the middle of September. This made the employment position in the Eastern States such as West Bengal particularly acute. At the end of October 1951 there were 38,735 displaced persons on the live registers of employment exchanges of whom 22,551 were in the eastern zone. A high proportion of these people were of the educated type who looked for employment in clerical and other " white collar " jobs. This factor may be responsible for the increase in the proportion of applicants for clerical jobs noticed above. A large number of displaced persons were, however, absorbed during the year in the Indian Railways under special concessions given to them.

Employment under Central Government slightly increased during the year and there was no serious retrenchment in civil establishments. Table XXIX which gives the monthly statistics of employment for the period under review shows an increase in the number of persons employed in Central Government Establishments, other than railways, from 5,77,386 in December 1950 to 5,89,904 in September 1951.

TABLE XXIX

EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS
(Excluding Railways)

Month			Administrative and Executive	Clerical	Skilled and semi-skilled	Unskilled	Total
November	1950	..	49,632	1,39,855	1,43,733	2,46,565	5,79,785
December	,,	..	51,860	1,32,003	1,47,956	2,45,567	5,77,386
January	1951	..	50,647	1,34,914	1,47,918	2,45,641	5,79,120
February	,,	..	48,627	1,34,943	1,45,914	2,48,719	5,78,203
March	,,	..	48,685	1,35,201	1,46,975	2,49,544	5,80,405
April	,,	..	50,980	1,36,359	1,45,873	2,47,375	5,80,587
May	,,	..	53,780	1,41,132	1,49,411	2,42,725	5,87,048
June	,,	..	54,142	1,40,264	1,48,596	2,45,919	5,88,921
July	,,	..	54,719	1,44,226	1,46,471	2,42,046	5,87,462
August	,,	..	54,986	1,43,693	1,47,904	2,42,867	5,89,450
September	,,	..	54,401	1,43,384	1,47,518	2,44,601	5,89,904

SOURCE :—Directorate-General of Resettlement and Employment.

As a result of the policy of Government to effect economy in defence expenditure, however, a number of services personnel were demobilised during the year. The number of ex-service applicants registered with the employment exchanges rose from 34,240 at the end of December 1950 to 38,029 at the end of August, 1951.

The currency agreement that was reached in February 1951 in regard to the exchange rates between Indian and Pakistani rupees facilitated movement of commodities between the two countries and there was a greater in-flow of raw jute and cotton from Pakistan to India. This eased to some extent the employment situation in the textile industries which have been facing shortages of raw materials during the past two years. Table XXX gives monthly statistics relating to the number of mills working and the number of workers employed in the cotton mill industry in India for the year 1950-51.

TABLE XXX

NUMBER OF MILLS WORKING AND THE NUMBER OF WORKERS EMPLOYED IN THE COTTON MILL INDUSTRY*

Year and Month	Total number of mills	No. of mills which remained closed during the month	No. of mills which worked			No. of workers on rolls	Average daily number of workers employed			
			One shift	Two shifts	Three shifts		1st shift	2nd shift	3rd shift	Total
1949 [average]	361	23	31	163	144	8,03,038	4,31,216	2,52,196	51,190	7,34,602
1950 [average]	359	29	33	182	115	7,55,496	4,02,325	2,33,973	40,225	6,76,523
October	365	27	25	185	128	7,60,438	3,95,365	2,30,720	40,881	6,66,966
November	364	24	26	179	135	7,59,716	4,13,985	2,43,539	42,334	6,99,858
December	365	24	30	176	135	7,70,606	4,14,571	2,44,663	45,130	7,04,364
1951										
January	365	25	27	172	141	7,70,857	4,13,265	2,45,561	46,295	7,05,121
February	366	29	27	180	130	7,67,104	4,05,791	2,45,400	45,927	6,97,118
March	368	27	26	191	124	7,70,714	4,08,454	2,43,408	45,573	6,97,435
April	372	21	32	196	123	7,77,343	4,13,238	2,45,153	43,832	7,02,223
May	374	19	32	194	129	7,69,721	4,15,215	2,46,229	45,743	7,07,187
June	374	17	28	191	138	7,85,075	4,17,089	2,49,582	47,565	7,14,236
July	374	18	22	186	148	7,86,480	4,19,327	2,52,255	50,162	7,21,744
August	375	16	27	188	144	7,92,728	4,20,300	2,55,788	50,576	7,26,664
September	375	16	25	179	155	7,95,739	4,17,788	2,54,637	52,273	7,24,698

*The statistics cover all States of the Indian Union.

A rise in the number of working mills, a growing tendency to work 3 shifts among mills, a 36 thousand increase in the number of workers on rolls and a 60 thousand increase in the average daily employment in the cotton mill industry are noticeable from the figures given above. The jute mill industry, however, continued throughout the period under review to work under the restrictions of hours and looms imposed during the previous year, under which all mills in West Bengal with more than 220 looms continued to work 42½ hours per week with 12½ per cent. of the looms sealed.*

In the coal mines daily employment averaged 3,44,649 during the first 9 months of 1951 as compared to 3,49,889 in 1950. The monthly fluctuations in the average daily employment and the number of man-shifts worked are shown in Table XXXI.

TABLE XXXI

NUMBER OF WORKERS EMPLOYED AND THE NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

Year and Month	Average daily number of workers employed			
	Under-ground	Open workings	Surface	Total
1950				
October	1,71,764	48,069	1,33,041	3,52,874
November	1,62,642	32,017	1,29,740	3,24,399
December	1,71,932	32,882	1,30,186	3,35,000
1951				
January	1,76,774	31,890	1,30,045	3,38,709
February	1,86,845	34,176	1,36,100	3,57,121
March	1,80,663	33,864	1,29,515	3,44,042
April	1,81,979	31,855	1,32,587	3,46,421
May	1,79,075	30,554	1,29,661	3,89,290
June	1,67,862	29,754	1,29,260	3,26,876
July	1,64,102	27,270	1,30,629	3,22,001
August	1,71,142	27,739	1,33,102	3,31,983
September	1,84,860	28,648	1,31,894	3,45,402

Year and Month	Total number of man-shifts worked			
	Under-ground	Open workings	Surface	Total
1950				
October	41,42,745	11,83,517	32,12,622	85,38,884
November	39,06,055	7,76,519	31,21,111	78,03,685
December	43,03,106	8,26,952	32,60,009	83,90,067
1951				
January	44,24,373	8,12,503	32,60,528	84,97,404
February	43,19,962	8,03,502	31,50,177	82,73,641
March	44,25,146	8,35,955	31,72,504	84,33,605
April	43,90,474	7,80,275	32,01,983	83,72,732
May	45,77,619	7,85,925	33,09,008	86,72,552
June	42,05,293	7,09,159	32,26,630	81,41,082
July	39,81,976	6,81,886	31,69,825	78,33,687
August	43,04,749	6,97,909	33,46,337	83,48,995
September	44,48,294	7,01,456	31,77,022	83,26,772

* The mills have since switched back to the 48-hour week from December, 1951.

There was increased activity in the building and construction industry which in spite of local shortages of cement, iron and steel, etc., maintained a higher level of employment than during the preceding year. The various national projects of development such as the Damodar Valley, Kosi River, Hirakud, Pennar, Bhavanisagar, Bhakra-Nangal, etc., schemes continued to provide employment to a large number of persons. Employment under the Central Public Works Department in 1950-51 was less than in the previous year but showed a tendency to increase towards the end of the year. Monthly statistics of employment under the Central Public Works Department for the year 1950-51 are given in Table XXXII.

TABLE XXXII

EMPLOYMENT IN CENTRAL PUBLIC WORKS DEPARTMENT

Month	Departmental Labour			Contractor's Labour		
	Men	Women	Children	Men	Women	Children
October 1950 ..	20,264	892	135	1,04,865	24,871	4,109
November " ..	8,953	665	90	1,17,940	31,418	4,074
December " ..	12,294	1,109	71	1,09,346	31,556	3,677
January 1951 ..	12,342	4,349	1,546	1,70,684	33,394	3,903
February " ..	13,414	1,532	71	1,87,345	51,055	4,828
March " ..	11,973	8,681	1,576	1,90,559	46,338	4,503
April " ..	13,397	1,741	72	1,69,222	41,814	2,712
May " ..	14,590	2,598	87	1,24,134	22,413	3,049
June " ..	15,380	2,835	53	1,51,130	44,248	3,264
July " ..	19,749	4,905	183	1,64,974	39,701	4,797
August " ..	17,192	2,561	360	2,33,387	78,259	9,298
September " ..	38,603	10,252	476	2,05,102	73,912	7,515

Further details regarding the employment situation in 1950-51 in the various States are given below :

Bombay.—Factories in the State employed 8,08,093 workers during the first half of 1951 as against 7,73,332 in 1950. Owing to shortages of raw materials, accumulation of stocks, financial difficulties, break down of machinery etc., however, the year witnessed a number of total or partial closures of industrial establishments for different periods. The number of workers affected by such closures was 56,018. The number of persons retrenched on account of such closures, however, was only 6,607 during 1950-51 as against 10,416 during the previous year.

Bihar.—The number of workers employed in factories recorded a drop from 1,80,204 in 1950 to 1,75,548 in the first half of 1951. Most of the rice and oil mills in the State generally remained closed for most of the period due to economic reasons and prevailing scarcity conditions. Other factories where closures were effected during the year include glass factories, cement factories, brick works, hume pipes, etc. A number of workers were also retrenched by the Tatanagar Foundry at Jamshedpur.

Madhya Pradesh.—Factory employment in the State increased from 1,00,056 in 1950 to 1,15,978 in the first half of 1951. The Berar Manufacturing Co., Badnera, which was closed since July 1950 affecting about 2,000

workers, resumed work in May 1951. The shellac factories at Gondia also re-opened during the year. There were a few closures during the year of some cotton mills, oil mills and match factories. One factory was reported to have effected retrenchment. These however did not affect many workers. The only closure of importance was that of the Bansilal Abirchand Mills, Hingbanghat, which forced about 1,500 workers to be idle for about a month. On the other hand three cotton mills started working additional shifts during the year. The recommendation of the Standing Committee (Textiles) regarding the compulsory retirement of certain surplus labour referred to in the previous issue of the Year Book was partly implemented during the year and about 4,500 surplus workers were forced to retire on payment of gratuity.

Madras.—The average daily employment in factories increased from 3,91,457 in 1950 to 4,22,291 in the first half of 1951.

Uttar Pradesh.—There was a drop in the factory employment in U.P. The average daily number of workers employed in factories in the State dropped from 2,32,695 in 1950 to 2,28,511 in the first half of 1951. Closures of factories in the State affected 12,421 workers of whom as many as 8,322 continued to be unemployed at the end of September 1951. Workers altogether retrenched by factories numbered 3,207. The State also reported 545 cases of temporary play-off involving 1,35,398 workers and a time-loss of 6,59,583 man-days. In addition, there were 53 cases of indefinite play-off involving 7,600 workers. These were responsible for a time-loss of 4,86,109 man-days during the period. Of the 598 cases, 176 were due to shortage of raw materials, 174 due to break-down of machinery 94 due to shortage of work and the rest for other reasons.

Hyderabad.—Difficulties in obtaining raw materials, dearth of skilled technicians and above all financial stringency adversely affected production and employment in the State during the year under review. Several concerns, big and small, closed down completely while many others, in an effort to curtail expenditure effected drastic cuts in their establishments, whereby hundreds of employees of these concerns were rendered jobless. Among others, cotton, oil and button manufacturing industries in the State received a serious setback during the year under review. Available statistics show that 9 concerns had to reduce their labour strength either in view of increased cost of production or on account of adverse market conditions. Besides, 8 match factories, 4 button factories and 8 others closed down completely during the period. With a view to counter-acting the situation, a procedure was prescribed under which employers had to give one month's notice of a proposed closure or retrenchment to the workers and the Senior Labour Officer. Overtime work was discouraged so that work could be provided for more workers during the normal working hours. Instructions were given to the employers to force the superannuated workers to retire in favour of the younger surplus workers.

There was also considerable reduction during the year in employment under the State Government. Implementation of the recommendations

of the Economy Committee appointed by the State Government had resulted in large-scale retrenchment in Government Departments. Besides, the third phase of the demobilisation of the Hyderabad State Forces which began during the year, affected about 8,000 persons, both officers and other ranks. The State Government have appointed a sub-committee under the Chairmanship of the Hon'ble Minister for Labour to explore the possibilities and to suggest ways and means of resettling the demobilised services personnel. The Committee are reported to have since suggested some plans for the purpose.

Jammu and Kashmir.—Abnormal conditions prevailing in the State owing to the raids in 1947 led to an increase in unemployment in the State. There was not enough work on account of scarcity of raw materials and transport difficulties arising out of the disturbances. Government's efforts to provide employment for the unemployed weavers (about 3,000 families) by offering them raw materials at concession rates and through the organisation of arts emporiums, etc., have however relieved the situation to some extent. A new enterprise for the utilisation of silk wastes was set up and about 1,000 workers, mostly women, were provided with employment.

Madhya Bharat.—Employment in the textile mills at Indore declined from an average daily strength of 18,839 in 1950 to 18,122 in 1951. Closure notices were given by all the mills at Indore, excepting one, and those at Ujjain and Ratlam in the first week of January 1951 on grounds of uneconomic working. The notices were, however, subsequently withdrawn following restoration of the 4 per cent. cut in cloth prices. There were also a number of closures in other factories on account of shortage of raw materials, accumulation of stocks, breakdown of machinery, etc. In 1950-51 no fewer than 73 closures were reported involving 5,813 workers. With a view to mitigating the stress of unemployment on the retrenched workers in the textile industry, a scheme of compensation was introduced by the Labour Department of the State Government under which, retrenched workers would get compensation at the rate of one months' wages for one year's service subject to a maximum of twenty months' wages, those who had attained the age of 55 would be retrenched first and no retrenchment would be allowed unless the superfluous character of the posts concerned was proved to the satisfaction of the conciliators. The Government had also schemes for the issue of "privileged *badli* cards" to retrenched workers and for the provision of alternative employment through resettlement on lands. Efforts were also being made to persuade certain spinning mills to start weaving sections also and other composite units to start new shifts.

PEPSU.—Employment situation in the PEPSU remained more or less normal in 1950-51. There was no large scale retrenchment in any industry nor was there any large scale expansion.

Rajasthan.—During the 6 months ending 30th September 1951, there were 31 closures temporary or indefinite of factories other than textile

mills. These involved 2,021 workers in all. While a few of these were off-season closures, the others were due to shortage of raw materials, coal or power, financial reasons, repairs, etc. There was also some retrenchment in the mines. Certain parts of the State faced an increase in agricultural employment owing to the failure of crops. With a view to providing employment to the people thus unemployed the State Government have sanctioned Rs. 25 lakhs for starting works by the P.W.D.

Travancore-Cochin.—The coir mats and matting and oil crushing industries in the State faced a serious set back during 1950. There was large scale under-employment with occasional spells of unemployment. The cashew nut factories closed for three months during the year, as usual, rendering 50,000 workers without work. There were also some closures of textile and other factories due to shortage of raw materials. Information available for the 5 months ending 30th September 1951 shows 60 closures affecting 31,946 workers. In most cases, as a result of mediation by the Department of Labour, compensation for involuntary unemployment was paid to the unemployed workers. In the textile mills, a flat rate of Rs. 15 per month was paid to workers during the period of closures as unemployment benefit. In certain others compensation was paid at 50 per cent. of wages. To combat unemployment in the coir mats and matting industries, a scheme for manufacturing jute bags from imported jute yarn was being experimented by the Coir Mats and Matting Manufacturers' Association, Alleppey.

3. Recruitment and Training

(a) Recruitment

Generally speaking, there was no regular system of recruitment till recently in Indian industries. Unskilled labour was recruited at the factory gates while other means such as advertisement and calling for applications were being followed for the recruitment of skilled workers. Wherever there was difficulty in readily getting workers, the services of intermediaries were being utilized. Recent years have, however, witnessed considerable changes in the position. The establishment of the Employment Service under the Ministry of Labour has been the first major step in the direction of improving the methods of recruitment. Details regarding the work of this organisation are given in the next section. It may, however, be mentioned here that Employment Exchanges have been gradually growing in popularity as will be seen from the number of employers using Exchanges which has increased from a monthly average of 5,566 in 1950 to 6,364 in 1951. The proportion of private employers to the total using Exchanges has also shown an increase during the year under review. Other major changes have also been taking place in this matter as a result of legislation, governmental action, and agreements between employers and workers. The recent developments and the present position in regard to recruitment in the various industries are discussed below.

Factories.—The scheme for the decasualisation of textile labour initiated by the Government of Bombay at Ahmedabad in September 1949 was extended to the Bombay City and Sholapur in February 1950. Till the end of September 1951, over 1 lakh of workers were registered at these centres and over 52 thousand were placed in employment. For purposes of the scheme workers are classified as permanent, temporary and *badli* (substitute). Service certificates are issued to registered workers and the length of service is taken into consideration in providing jobs.

A decasualisation scheme for industrial labour has been in force at Kanpur also. Under the scheme a reserve pool of workers is drawn upon by the Employment Exchanges to supply workers to the participating industries which include the textile industry among others. Prior to the introduction of this scheme recruitment of labour in many of the industries at Kanpur was governed by what was called a " *badli* control system " under which the daily casual vacancies in industrial concerns were filled from among the retrenched workers.

A scheme for centralised control on recruitment to the textile mills has recently been introduced at Indore in consultation with the millowners and the Indore Mill Mazdoor Sangh. The scheme which came into force on 1st October, 1951, envisages control of new appointments to the textile mills and provision of employment to the *badlis* by a Central Committee consisting of the Labour Commissioner, Madhya Bharat and representatives of employers and workers. The committee would evolve agreed and tentative schedules of working strength for the various departments of each mill, obtain a complete list of *badli* card holders, determine in consultation with the Works Committees of the mills the number and names of *badli* workers to be employed in each department and obtain periodical reports from mill Labour Officers regarding the working of the arrangements. Persons seeking employment in the local mills should apply in the prescribed form to the Central Committee who maintain a register of all such persons and select suitable candidates from among them whenever a vacancy arises. No appointment could be made by any mill without reference to the Committee.

In the B. & C. Mills, Madras, and the Bangalore Woollen, Cotton and Silk Mills, Bangalore, surplus labour to the extent of 10 per cent. of the normal requirements is maintained on the registers as a reserve and appointments are made from among the reserve.

Recruitment in jute mills in West Bengal is done through Labour Bureaux which are under the charge of Labour Officers or other members of the supervisory staff. Registers of *badlis* are maintained by the Bureaux and long term or short term employment is given to registered *badlis* in rotation. Any person desirous of getting his name registered as a *badli* has to apply for the same and in some cases has to undergo a trade test. The system of contract labour has been abolished. In U.P. workers are recruited direct either by the manager or by the departmental officers while in Madras recruitment is the responsibility of the Welfare

Officers. One of the jute mills in Bihar has recently established a Labour Bureau.

In the woollen mill industry, contract labour is employed only in Punjab. Recruitment of directly employed labour is effected in most cases by the departmental heads or labour officers. Recruitment is direct in the silk mill industry also and very few silk mills employ contract labour.

Recruitment of unskilled labour for the iron and steel industry is made usually at the factory gates, preference being given to ex-employees and the relatives of workers. The Tata Iron and Steel Co., however, maintains a Labour Bureau under an Assistant Director of Personnel who is responsible for recruitment.

Some of the larger concerns in the other industries such as the Rohtas Industries Ltd., Dalmianagar, have also got their own special machineries for the recruitment of labour. In most factories, however, there is no such machinery and recruitment is made at the factory gates. In the sugar factories where work is of a seasonal character all workers except a few technicians and supervisors are discharged at the end of each season and at the beginning of the next season notices are put up at the factory gates informing the *sardars*, etc., of the approximate date on which the factory will start working. Workers are then recruited from those present at the factory gates on the appointed date. Generally most of the old workers are re-employed. Special orders are issued by the Government of U.P. every year regarding recruitment of seasonal workers prescribing certain rules and regulations for that purpose.

Mines.—Nearly 50 per cent. of the labour employed in coal mines at Jharia, Raniganj, Giridih and Bokaro are employed through contractors. The question of abolition of this system, has been engaging the attention of the Government for some time now and was brought up before the Industrial Committee on Coal Mining in 1948. On the recommendations of the Committee, the system of contract labour has since been abolished in all excepting two of the railway collieries. It was decided however to allow the system to continue for sometime in the private collieries pending further investigation of the problem. Abolition of the contract system in Assam collieries was recommended by the Fact Finding Committee appointed by the Government of India in 1947, pending which, payments were to be made direct to contractors' workers. In regard to the contract labour in the Talcher coalfields in Orissa, the Industrial Tribunal, Dhanbad, to whom the question was referred, held that the system need not be abolished as only a few workers were employed through contractors in those collieries. The Hyderabad Coal Mines Enquiry Committee recommended in 1949 abolition of the contract system of work in the Kothagudium collieries where contractors' workers formed about 47 per cent. of the total. The recommendation, it is reported, is being implemented.

The labour representatives on the Working Party for the Coal Industry strongly recommended abolition of the contract system in coal

mines in their note of dissent to the Report of the Working Party (1951). They also recommended the abolition of the Coal Recruiting Organisation through which labour is recruited by the colliery owners from Gorakhpur in Uttar Pradesh and immediate stoppage of such recruitment. The report has since been referred to the Industrial Committee on Coal Mining with special reference among others to the abolition of contract system.

Railways.—Appointments to the superior railway services are made either by direct recruitment or by promotions from Class II and Class III services. Recruitment to Class III posts is made through the Central Railway Service Commission through its regional selection boards located at the headquarters of the various railways and other important stations. In 1950-51 the Commissions recruited 8,826 persons for appointment to Class III posts. In view of the difficult ways and means position instructions were issued to the railway administrations in 1949-50 for stoppage of further recruitment and retrenchment of surplus staff. Accordingly about 12,000 workers were declared surplus. Subsequently however most of the surplus staff were absorbed in vacancies arising out of the implementation of the Adjudicator's Award and only about 500, a majority of whom refused alternative employments, were retrenched.

Ports.—Employment of dock workers in the ports of Bombay and Calcutta is now regulated under the Dock Workers (Regulation of Employment) Act, 1948, under which schemes for the purpose were published in 1951*. The schemes are intended to ensure greater regularity of employment to dock workers and to secure that an adequate number of dock workers is available for the efficient performance of dock work and are administered by what are called Dock Labour Boards consisting of representatives of Government, employers and dock workers. Details of the schemes may be seen in the Section on Dock Workers' Regulation of Employment Act, pages 78-80.

Seamen.—Under the Indian Merchant Shipping Act, a seaman can be engaged on an Indian or foreign ship only by the master of a ship in the presence of a Shipping Master in the manner prescribed by the Act. The Act was amended in 1949 to further regulate the employment of maritime labour. The Amendment Act authorises the Central Government to establish at such ports as they think fit Seamen's Employment Offices for the purpose of engaging or supplying seamen for merchant ships. The Government are also empowered to direct that at any port at which no separate Seamen's Employment Office has been set up, the functions of that office shall be discharged by such person or body of persons as may be specified. The Act lays down that where such an office has been established, or a person or body of persons nominated to perform such functions, no person shall receive or accept to be entered on board any ship any seaman unless such a seaman has been engaged through or supplied by such office. The possibility of implementing this Act is under consideration.

Plantations.—In the tea gardens of Assam, there are generally three classes of labour—*Faltu* or *Basti* labour (i.e. those who came from the

* A Scheme for the Madras Port was also prepared in March 1952.

neighbouring villages to work on the gardens) ; settled labour (i.e., those who at one time emigrated from outside Assam and have settled on the gardens) ; and emigrant labour (i.e. those who are imported from outside Assam and who after staying in the gardens for some years go back home). Compared to the extent of the settled and *faltu* or *basti* labour the emigrant labour now forms but a small proportion. Recruitment of emigrant labour for the plantations in Assam is governed by the Tea Districts Emigrant Labour Act, 1932, and is made mostly from the controlled Emigration Areas of West Bengal, Bihar, Orissa, Uttar Pradesh, Madhya Pradesh and Madras mainly through the Tea Districts Labour Association. Workers are mostly recruited through *sardars* while some are recruited through local recruiters. There is also a system called the pool system.

During the year 1949-50, 32,577 emigrant labourers came to the Assam tea gardens. Of these 26,468 came as assisted emigrants. The others were ex-workers of the gardens who came as non-assisted emigrants. Table XXXIII, which gives the statistics for the past five years shows a gradual decline in the number of emigrant workers. The decline is attributed to a fall in the demand for imported labour consequent on the high cost of recruitment and transport difficulties. The cost of recruitment per adult labourer was Rs. 142-3-5 in 1949-50.

TABLE XXXIII

RECRUITMENT TO ASSAM TEA PLANTATIONS, BY STATE OF ORIGIN

(Number of Emigrants)

State of origin	1945-46*		1946-47*		1947-48		1948-49		1949-50	
	Assisted	Non-Assisted	Assisted	Non-Assisted	Assisted	Non-Assisted	Assisted	Non-Assisted	Assisted	Non-Assisted
West Bengal	311	157	226	146	296	87	23	14	19	5
Bihar ..	20,306	4,103	18,697	4,320	16,979	3,877	13,651	3,696	10,038	2,560
Orissa ..	12,631	2,646	10,427	2,953	8,500	2,993	8,987	3,097	9,670	2,039
Madhya Pradesh ..	7,561	1,783	7,632	1,815	7,403	1,582	8,258	1,633	4,564	1,001
Madras ..	836	151	838	162	1,085	163	1,489	177	880	139
Uttar Pradesh	476	137	605	145	415	65	251	60	112	46
Bombay ..	818	177	1,624	391	2,864	374	1,554	431	1,185	319
Total ..	42,939	9,154	40,049	9,932	37,542	9,141	34,213	9,108	26,468	6,109

* The figures relate to the pre-partition Assam.

In West Bengal there is generally an acute shortage of labour in the tea estates at Jalpaiguri and Terrai, particularly in the busy season. Workers are then recruited from Santhal Parganas, Manbhum and Ranchi. Recruitment in Bengal is uncontrolled and is made by the Tea Districts' Labour Association, the Indian Tea Planters' Association and the Indian Tea Association for their member gardens.

In the South Indian Plantations, recruitment of labour for working in plantations is made mostly through *kanganies* who are drawn generally

from the ranks of the workers themselves. This system, however, has led to many abuses. The question of abolition of the system was discussed at the third meeting of the Industrial Committee on Plantations in November 1950 and subsequently at a tripartite meeting held at Madras in February 1951 where the employers and workers generally favoured the continuance of the system for some time more. Subsequently however the Government of India formulated in consultation with certain State Governments a scheme limiting the number of labourers under each *kangani* to 40 and providing for the establishment of estate gangs and other matters with a view to checking the evils of the system. The scheme has been accepted by the Governments of Madras and Coorg and is to be given effect to from 1st January 1952 in these States. In Travancore-Cochin, the principle that the *kangani* should be eliminated was accepted at a Tripartite Plantation Labour Conference of the State held in June 1951. A sub-committee was constituted by the Conference to find out ways and means of eliminating this system. In the meanwhile, as a result of persuasion by the State Labour Department, the practice of giving weeding and other contracts through *kanganies* has been eliminated in many gardens. The question of abolition of the *kangani* system is under consideration in Mysore also.

Public Works.—About 90 per cent. of the labour employed in public works by the Central Public Works Department is engaged through contractors. Although the exact proportion differs from State to State, a large portion of the labour employed by the State Public Works Departments and the various river valley projects is also engaged through contractors. The bulk of the contract labour is generally recruited by the contractors on an *ad hoc* basis and is dispensed with as soon as the work is over. Some of the big contractors, however, keep some recruiting and supervisory staff in their permanent employ. Intermediaries known as *chowkidars, jamadars,* mates, etc., are advanced money by the contractors and sent to the villages for recruitment of labour. Labour for works undertaken departmentally by the C.P.W.D. is, however, recruited through the Employment Exchanges.

(*b*) Training

Various commissions and committees appointed in India from time to time have stressed the need for initial training of the new entrant to industry. In their Draft Report, the Planning Commission of the Government of India have also recently dealt with the question and suggested a proper assessment of the short-term and long-term requirements of the different types of skilled man-power with a view to co-ordinating the available training facilities and improving where necessary. The Commission also felt that while the existing facilities provided through the technical and industrial schools, the training centres of the Ministry of Labour, and the apprenticeship and training arrangements in industrial undertakings were of a considerable and increasing size, there was scope for improvement in the organisation of apprenticeship and training by private undertakings. Proper standards and tests had also to be adopted and applied,

Details regarding the facilities for training available under the training schemes of the Directorate-General of Resettlement and Employment, Ministry of Labour, are given in the section on Employment Service. Apart from these, facilities for technical and vocational training are also available in a number of institutes providing technical education at various levels and in some of the large industrial undertakings in the country.

A statement showing the number of engineering and technical institutions in India in 1949-50 and the number of students enrolled during the year is given below. The information has been furnished by the Ministry of Education.

TABLE XXXIV

ENGINEERING AND TECHNICAL INSTITUTIONS IN STATES IN INDIA—NUMBER AND ENROLMENT—1949-50

State	Colleges				Schools							
	Engineering		Technology		Engineering		Technical		Industrial		Arts and Crafts	
	Number	Enrolment*	Number	Enrolment*	Number	Enrolment	Number	Enrolment†	Number	Enrolment†	Number	Enrolment†
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Assam ..	..	..	..	..	..	..	3	372	7	218	1	25
West Bengal ..	2	2,385	..	..	3	287	3	530	77	6,669	3	319
Bihar ..	1	560	..	..	1	42	3	1,109	30	1,389	13	345
Bombay ..	8	1,437	1	123	5	925	21	3,064	40	2,107	109	7,922
Madhya Pradesh	1	324	1	45	1	243	1	305	14	696	1	104
Madras ..	3	1,633	2	195	..	..	8	3,099	71	3,711	4	456
Orissa ..	..	..	..	..	1	199	..	..	16	448	10	484
Punjab ..	1	204	..	..	1	95	..	..	32	2,123	..	..
U. P. ..	1	1,034	..	289	5	521	11	743	72	2,443	5	383
Hyderabad ..	1	430	..	15	..	..	..	..	1	119	..	..
Madhya Bharat‡	..	..	..	..	..	..	..	..	4	100	..	..
Mysore ..	2	1,400	1	115	1	524	2	918	14	815	..	..
Pepsu‡ ..	..	..	..	..	..	..	..	..	1	108	..	..
Rajasthan ..	1	195	..	..	..	..	..	..	..	..	..	..
Saurashtra ..	..	..	..	..	..	..	3	161	..	..	..	..
Trav.-Cochin	2	701	1	67	1	289	..	..	35	1,415	1	55
Ajmer‡ ..	..	..	..	..	..	..	..	..	1	66	..	..
Bhopal ..	..	..	..	..	..	..	..	..	..	..	1	126
Coorg ..	..	..	..	..	..	..	..	..	..	..	..	10
Delhi ..	..	..	1	17	..	..	..	..	3	410	..	..
Kutch ..	..	..	..	..	..	..	..	..	..	..	1	16
Tripura ..	..	..	..	..	..	..	..	..	..	..	1	3
Vindhya Pradesh ..	..	..	..	..	..	..	..	..	1	19	..	..
Total ..	23	10,303	7	866	19	3,125	55	10,301	419	22,856	150	10,245

* Includes students in University Departments.

† Includes students in schools for general education.

‡ Figures relate to 1948-49.

NOTE.—The States of Jammu & Kashmir, A & N Islands, Bilaspur, Himachal Pradesh and Manipur had no institutions for Engineering and Technical Education and as such are not shown in this statement.

The All India Council for Technical Education had recommended the establishment of four regional high grade technological institutions in the country, each capable of training 2,000 under-graduates and 1,000 post-graduates in the various branches of engineering and technology. Of these four, one has recently been established at Kharagpur. Known as the Indian Institute of Technology, the institute provides technical education for 240 students in under-graduate courses and 60 in post-graduate work.

Surveying the training facilities available in industrial undertakings, the Scientific Manpower Committee, which submitted its Report in 1949, thought that about 240 leading industrial concerns which had such facilities could train up some 1,200 scientists, engineers and technologists of the senior grade, while Government sponsored establishments could train an additional 800 persons at a time. With a view to properly utilizing the available facilities, the Committee recommended organisation of training facilities in Government establishments, imposition of a levy on industrial concerns for utilization towards the organisation of training facilities and institution of Government stipends for industrial training. The scheme for the institution of Government stipends was accepted by Government and 250 senior stipends of the value of Rs. 150 p.m. each and 200 junior stipends of the value of Rs. 75 each have been sanctioned. A scheme for the institution of 50 senior and 150 junior research scholarships of the value of Rs. 200 p.m. and Rs. 100 p.m. respectively has also been approved. Facilities have been made available by the Ministry of Defence for giving practical training in the ordnance factories. With the co-operation of the Ministry of Railways, arrangements have also been made for affording training facilities to about 150 engineers in the railway workshops. It is proposed to continue the scheme for practical training in electrical installation in collaboration with the Power Wing of the Central Water and Power Commission. Arrangements are also under way for providing training facilities in the P. & T. establishments.

An apprenticeship scheme was recently formulated by the Government of Bombay under which suitable young men would be taken in for apprenticeship in industrial establishments for a period varying from 3 to 5 years according to the nature of the skilled work or industrial trade for which they are apprenticed. Throughout the period of apprenticeship, attendance at the evening technical classes for study of related technical subjects is compulsory. The aim is to turn out skilled workers having the benefit of practical training as well as theoretical instruction related to their trades. A number of industrial establishments in Bombay and Ahmedabad had agreed to accept apprentices under the scheme. The subjects of training include mechanical and electrical engineering, spinning, weaving and dyeing, typography and chemical trades. The Government Industrial Training Workshop started by the Bombay Government at Ahmedabad continued to function during the year under review and arrangements were reported to be under way to start similar workshops at Bombay and Sholapur also.

According to information furnished by the Bombay Millowners' Association 27 member mills of the Association have their own training schemes for their workers in the engineering, spinning, weaving, mechanical, blowroom and cardframe departments. The Buckingham and Carnatic Mills, Madras, have an apprenticeship course in their engineering department and the Delhi Cloth Mills have a scheme of apprenticeship in the Spinning and Weaving Departments. Apart from these, not many units in the cotton mill industry have any apprenticeship facilities. In the jute mill industry, however, with the exception of a few mills in U.P. and Bihar, all the mills have facilities for apprenticeship and training. In the member mills of the Indian Jute Mills Association, workers in the mechanical departments are required to undergo a period of apprenticeship before they are promoted to the rank of journeymen. The Association also grants ten scholarships annually to nominees of mills for undergoing technical training. In the silk mill industry, 14 out of 26 mills addressed by the Bureau stated that they had provision for training of workers but from the details given, it appears that in most cases there was no definite and proper system of training. The position was more or less the same in the woollen mill industry also. The Tata Iron and Steel Co., maintains a technical institute for training apprentices. The Steel Corporation of Bengal and the Indian Iron and Steel Co., also have some training facilities. A regular apprenticeship scheme is in force in the Tata Chemicals Ltd. Although some facilities for apprenticeship are provided in a few other chemical factories also, there is no regular apprenticeship system in these concerns. In the paper mill industry all the four leading mills in West Bengal, and those in Punjab, Hyderabad and Travancore have facilities for training and apprenticeship. Thirty-three out of seventy-three sugar mills which replied to the Labour Bureau's questionnaire replied that they had facilities for apprenticeship although very few of them had any regular scheme. Most of the match factories do not have any training facilities nor have the cement factories. Skilled jobs being more numerous in the engineering industries there are generally better facilities for training and apprenticeship in these industries. Most of the dockyards have regular schemes for training and apprenticeship. The Engineering Departments of 4 of the major ports have also such facilities.

The Indian School of Mines and Applied Geology at Dhanbad and the Mining Department of the Banaras Hindu University have courses which are designed to give technical education to students for the position of colliery managers or mining engineers. The Sub-Committee appointed by the Re-organisation Committee of the Indian School of Mines recommended the introduction of a course of training for mining officials of a status lower than Managers. The Working Party for the Coal Industry, which dealt with the question of training of workers employed in coal mines, stressed the need for having a cadre of under-officials who essentially work under-ground and execute the policy of the management and suggested that preliminary training should be given to under-ground labour before they are sent to the coal face. The Working Party also

recommended that the evening mining classes should be spread over a number of centres as the mines were too scattered and that the existing facilities available at Bhaga and Sijua in Bihar and at Sitampur and Raniganj in West Bengal should be expanded.

There are a number of technical schools all over the country maintained by the Railway Board for the training of Class III railway servants in all aspects of railway working. Recently a Staff College was also started at Baroda for the training of officers mainly of the Transportation (Traffic) and Commercial Departments of the Railways. Facilities also exist for the pre-employment training and apprenticeship for railway workers.

4. Employment Service

(a) Employment Exchanges

The National Employment Service set up by the Ministry of Labour in 1945 continued to function during the year under review with a slightly widened scope. It took over from the Directorate-General of Health Services the responsibility of rendering employment assistance to displaced medical and ancillary personnel and also undertook to make special arrangements for the re-employment of surplus and retrenched Class I and Class II Gazetted Officers, including commissioned officers of the Defence Services. In consultation with the Ministry of Home Affairs and the Union Public Service commission, a Special Register was opened at the Directorate-General of Resettlement and Employment to achieve the latter object. Arrangements were made where-by all vacancies normally filled by reference to the Union Public Service Commission should be referred, before advertisement, to this Special Section in the Central Employment Co-ordination Office in order that surplus Government servants could be re-employed as expeditiously as possible in current vacancies. Between May 1951, (when the Register was first set up) and September 1951, 201 officers were registered under this arrangement (including 114 ex-Commissioned Officers of the Defence Services) and 135 were submitted to the Union Public Service Commission.

Apart from these minor extensions of the scope of the service, development was severely limited. Owing to the need for economy, insistent demands for opening new Employment Exchanges had to be ignored. To meet the situation within the budgetary allotment, work was re-allocated wherever possible. Certain Exchanges were reduced in size and others opened. Additional Exchanges were established at Bangalore and Sambalpur. At the end of September, 1951 there were 124 Employment Exchanges* in operation, attached to some of which were small sub-offices, manned by the parent Exchange. Only in this way was the organisation able to serve areas which needed urgent employment assistance, more particularly the sites of major national development projects

*The figure includes District Employment Exchanges previously known as District Employment Offices.

Administration.—In August, 1951 a revised *Manual of Instructions for Employment Exchanges* was issued. In the *Manual* all previous instructions of a permanent or semi-permanent nature were consolidated and codified to provide detailed guidance and instructions on all aspects of employment assistance work to Employment Officers and their staff. The standardization of methods and practice at Employment Exchanges and the development of efficiency was stimulated by the Central Inspectorate which continued its intensive inspection of Employment Exchanges. Manned by a Deputy Director of Inspection and three specially trained Assistant Directors, it has proved, an invaluable aid to co-ordination of policy and to the development of efficiency.

Statistical Summary.—A monthly statistical analysis of some of the work done by Exchanges during the period under review is given in Table XXXV. The Employment Exchanges registered 13,85,473 applicants and placed 4,12,249 in employment during the period under review as against 11,08,654 and 2,89,931 respectively during the previous 12 months. The number of private employers who utilised the Exchanges notably increased.

TABLE XXXV

REGISTRATIONS AND PLACINGS EFFECTED BY THE EMPLOYMENT EXCHANGES AND THE NUMBER OF EMPLOYERS USING THE EXCHANGES, OCTOBER 1950—SEPTEMBER 1951

Month	No. of Exchanges	No. of applicants registered	No. of applicants placed in employment	No. of applicants remaining on Live Registers at the end of the month	No. of Employers using the Exchanges during the month
(1)	(2)	(3)	(4)	(5)	(6)
1950—					
October ..	121	92,835	27,302	3,38,311	5,523
November	121	1,14,139	34,554	3,33,628	5,879
December	122	1,15,330	33,809	3,30,743	5,739
1951—					
January ..	122	1,20,059	34,631	3,45,159	6,048
February	122	1,07,963	32,978	3,43,748	6,011
March ..	122	1,12,904	38,253	3,37,092	6,857
April ..	124	9,13,437	35,396	3,31,372	6,387
May ..	124	1,15,685	34,719	3,28,837	7,020
June ..	124	1,19,464	34,540	3,30,369	6,719
July ..	124	1,31,846	35,233	3,43,730	6,458
August ..	124	1,26,320	36,563	3,58,814	6,216
September	124	1,15,491	34,271	3,54,136	6,471
Total ..		13,85,473	4,12,249		

The average monthly number of private employers using Exchanges increased from 2,996 in 1949-50 to 3,420 in 1950-51.

Assistance to Special Categories of Employment Seekers.—Arrangements made for special types of employment-seekers continued to work satisfactorily.

(*i*) *Displaced Persons.*—The registration of displaced persons was high during the period, particularly in Assam, West Bengal, Bihar and Uttar Pradesh, where there was a heavy influx of displaced persons from East Pakistan. Special efforts were made, particularly in West Bengal, to facilitate the speedy resettlement of these persons. Some industrial employers were given special quotas of raw materials provided they absorbed specified number of displaced persons. It was observed that while the grant of this concession was marked by a rise in placements, the withdrawal of this concession was followed by a fall. The Employment Exchange staff visited refugee camps and registered those in need of employment assistance. They also assisted the State authorities in Orissa by conducting an occupational census of the displaced persons at certain centres. The number of displaced persons registered throughout India during the period was 1,50,696 and the number placed in employment 31,321.

(*ii*) *Discharged Government Employees.*—As hitherto, priority was accorded to discharged Central Government employees when they were submitted against vacancies arising in Central Government establishments. During the period under review, 44,298 discharged Government employees (31,033 discharged from Central Government establishments and 13,265 from State Government undertakings) were registered for employment assistance and 13,881 were placed in employment.

(*iii*) *Scheduled Caste Applicants.*—Scheduled caste applicants are one of the categories of employment-seekers for whom the Employment Service has a special responsibility. During the period under review, 1,38,972 such applicants were registered and 55,205 *i.e.*, nearly 40 per cent. were placed in jobs. This percentage of placings was much higher than that achieved in respect of any other category of applicants.

(*iv*) *Women.*—Employment of women was given special attention by the Employment Service during the year. Qualified and trained women candidates were, however, not available in sufficient numbers, and Employment Exchanges had constant demands for qualified teachers, nurses, etc. Reluctance of women to take up work outside their home districts or in rural areas was reported to be one of the handicaps in getting a larger number of women applicants placed in employment. Nevertheless, the organisation registered 55,583 women during the period under review and placed 29,031.

Staff Training.—A brief review of the work of staff training was given in the earlier issues of this *Year Book*. Although as a measure of economy the Staff Training Centre was abolished in 1949, the training of

officers and ministerial staff was continued in a modified form. In October, 1950, 11 Assistant Directors of Employment Exchanges and Regional Employment Officers were given a course of training in the inspection of Employment Exchanges. Inspecting officers from the Directorate-General also visited Regions periodically to hold refresher courses in Employment Exchange procedure and in the development of exchange work.

Mobile Sections of Exchanges.—Mobile Sections of Employment Exchanges continued to do good work in rendering employment assistance to employers and employment-seekers residing far away from Employment Exchanges. Their activities had, however, been heavily curtailed by a reduction in the number of vehicles and by cuts in travelling allowances and contingency grants. Those still in operation again proved very useful, specially in contacting remote places from which suitable personnel were obtained for recruitment to the Defence Services, Railways, Special Police Forces, etc. They were found particularly useful in collecting workers required for various P. W. D. projects at short notice and in diverting migratory labour to shortage areas.

A special survey was conducted during the period to assess, quantitatively, the work performed by the Mobile Sections of the Employment Exchanges. It revealed that Exchanges mounted on vehicles had accounted during the year 1950 for 11·9 per cent. of the total registrations by the Employment Organisation and for 32·1 per cent. of its placings The survey also showed that the Mobile Sections were proving to be of particular value to Government departments and private employers entrusted with nation-building schemes for which labour is usually required at short notice and at work sites remote from Employment Exchanges.

Vacancy Clearing.—Where vacancies could not be filled with suitable local candidates, the Vacancy Clearing Machinery was brought into play. Under this system, movement of labour was made possible from one place to another. During the year 10,394 vacancies from various regions were circulated to all parts of the Union by the Central Employment Co-ordination Office at New Delhi. The system was revised and expanded when the new Manual of Instructions was issued.

Decasualisation of labour.—The scheme for the decasualisation of textile labour (reported in the last issue of the Year Book)* at Kanpur continued to work and was expanded to assist leather workers and sanitary staff. The Advisory Committee for the scheme, meeting in September, 1951, recommended the continuation of the experiment for another two years. A similar scheme was introduced for the benefit of textile workers in Beawar in the Ajmer Sub-Regional Exchange area, and this scheme was reported to be developing satisfactorily. Proposals for undertaking a decasualisation experiment at Gauhati were under discussion in Assam. Under the Dock Workers Regulation of Employment, Act, 1948, schemes were also drawn up by the Ministry of Labour

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for the decasualisation of dock workers at Bombay, Calcutta and Madras and at the instance of the Directorate-General of Resettlement and Employment provision for co-ordination between the Employment Exchanges and Dock Labour Boards was incorporated in the scheme.

Advisory Committees.—The Employment Advisory Committees were active during the period under review. (Details regarding the constitution and functions of these committees were given in the last Year Book).* The Central Employment Advisory Committee, which met once, recommended that steps be taken to widen the scope of the Employment Service so as to cover plantation labour. It also passed a resolution suggesting that recruitment to P. W. D. establishments and other public services, including construction work, should be canalised through the Employment Exchanges. The Employment Exchanges Sub-Committee of the Central Committee also met once and considered important questions relating to problems of recruitment. This Committee strongly recommended the extension of decasualisation schemes to all States and recommended the abolition of the *Kangani* system of labour recruitment in South Indian plantations.

Special Assistance.—The Employment Service gave the benefit of its expert assistance to other authorities, whenever possible. For instance, the Regional Directorate of Resettlement and Employment, West Bengal, scrutinized for the Secondary Education Board of that State 15,000 applications received against vacancies of school assistants. In Orissa the Employment Service assisted the State Government in conducting an occupational census in the camps for displaced persons.

(b) TRAINING

A significant development in the field of training during the period under review was the appointment of a Committee to prepare a scheme for setting up a National Trade Certification Board. This Committee, which consists of representatives of the Central and State Governments, employers and workers and of the Institution of Engineers (India) with Shri M. Ananthasayanam Ayyangar (Deputy Speaker of Parliament) as Chairman, held its first meeting on August 18 and 19, 1951.

The appointment of this Committee was a sequel to the recommendation of the All India Council for Technical Education that a Central Board should be set up to conduct examinations for tradesmen and issue certificates which could be recognised in all States. The Council had found that while facilities for the training and apprenticeship of craftsmen were available at a number of technical institutions and industrial establishments in the country, there was neither uniformity of standard nor a uniform system of certification. In many cases, examinations were not conducted satisfactorily and the certificates issued did not enjoy all-India recognition.

The Government of India considered that, both in the interests of industry and of workers, it was desirable to set up a Central Board for

**Indian Labour Year Book*, 1949-50, p. 44.

prescribing standards, conducting examinations and awarding certificates of proficiency "at least in the engineering and building trades on an all-India basis". Accordingly, they set up a Committee to prepare a scheme for the establishment of an All-India Trades Certification Board. The terms of reference of the Committee were :—

(1) to prepare and submit to Government a detailed scheme for the establishment of an All-India Trades Certification Board for conducting examinations and awarding certificates to craftsmen in engineering and building trades on a national-basis ; and

(2) to make recommendations to Government as to what interim arrangements should be made for this purpose pending the establishment of the Board.

The Central Institute for Training Instructors.—In the field of the actual training of workers the extension of the scope of training at the Central Institute for training Instructors, Koni, (reported in the last issue of the *Year Book*)* to the nominees of private institutions and direct applicants proved quite popular. Two regular sessions and one special session were completed during the year under review, the total number of Instructors and Supervisors who completed training successfully upto, September, 1951 being 568. Those who took the courses included nominees from the Tata Iron and Steel Co., Jamshedpur, the Kumardhubi Engineering Works, West Bengal, the Empress Mills, Nagpur and the Madhya Padesh Flying Club, Nagpur.

Training of Adult Civilians.—The Training Scheme for Adult Civilians, which was described in the last issue of the *Year Book*† continued to draw many young men. Upto the end of September, 1951, 1,076 persons had completed training successfully under this scheme and 7,480 trainees were on the rolls on that date.

Training of Displaced Persons.—In addition to these 2,012 displaced persons were under training at the same Training Institutes under an arrangement with the Ministry of Rehabilitation against 2,272 seats sanctioned for them. The cost of this training was met by the Ministry of Rehabilitation, the organisation and supervision of the training being left to the Directorate-General of Resettlement and Employment.

Training of Apprentices.—A similar arrangement was also brought into existence for training 1,000 displaced persons as apprentices in various industrial undertakings in West Bengal and Uttar Pradesh and 812 displaced persons were undergoing training under this arrangement at 140 industrial undertakings.

Training of Women.—The training of women was also continued under the Scheme for adult civilians, which is open to both men and women. Three women's Industrial Training Institutes, which had been set up at New Delhi, Madras and Dehra Dun, continued to be full. Another

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**Indian Labour Year Book*, 1949-50, p. 46.
†Indian Labour Year Book, 1949-50, p. 44.

Industrial Training Centre for Women was started at Mylapore, Madras, during the year. In addition, women received training alongside men in other institutions. The total number of women trainees at the end of September was 377.

The arrangement under which the Directorate-General of Resettlement and Employment trains primary school teachers in woodwork at the Industrial Training Institute, Aundh, on behalf of the Government of Bombay, was also continued. At the end of September, 1951, 191 primary school teachers were receiving such training.

Industrial Survey.—The Labour Ministry's training programmes have been drawn up with reference to the demands of industry. It is, therefore, found necessary that with a view to reviewing the working of the schemes in the light of the changing conditions of industry from time to time, a survey of the needs of industry for skilled workers should be conducted. Such a survey was in progress in the various States, and data were being collected in regard to the present and future demands of industry for particular categories of craftsmen.

A summary table showing the monthly statistics relating to the number of training centres functioning and the number of persons undergoing training under the various schemes is given below :—

TABLE XXXVI

TRAINING CENTRES AND PERSONS UNDERGOING TRAINING*
OCTOBER 1950—SEPTEMBER 1951

Month	No. of training centres at the end of the month	Number of persons undergoing training at the end of the month				
		Men			Women	Total
		Technical	Vocational	Apprenticeship	Vocational	
1950—						
October ..	63	9,238	2,136	..	327	11,701
November	63	8,730	2,082	..	318	11,130
December	63	8,466	2,014	..	338	10,818
1951—						
January ..	63	8,293	1,989	..	331	10,613
February ..	63	8,217	1,950	..	331	10,498
March ..	63	8,037	1,925	..	328	10,290
April ..	185	7,964	1,831	606	282	10,683
May ..	204	7,906	1,745	744	270	10,665
June ..	209	7,764	1,412	839	148	10,163
July ..	199	7,640	2,304	789	390	11,123
August ..	203	7,504	1,786	833	374	10,497
September	203	7,433	1,695	812	364	10,304

*Instructor trainees and primary school teachers not included.

5. Migration

Most industrial workers in India do not claim as their home town the place at which they work. They migrate to industrial areas for finding employment and continue to keep contact with their village homes. However, it would appear that the bulk of the immigrant industrial workers have little stake in agriculture and their occasional visits to their village homes are more for rest and recuperation than for attending to cultivation.

Generally, the smaller indus rial centres draw on the surrounding rural areas for their complement of workers except for skilled labour. Industrial areas like Bombay, Calcutta and Jamshedpur draw their labour force from a wider field. In the jute mill industry in Calcutta more than 80 per cent. of the workers are non-Bengalees belonging to Bihar, Uttar Pradesh, Orissa and the Telugu speaking districts of the Madras State. In the cotton mill industry in Bombay, the labour force is drawn from the neighbouring districts of the Konkan, Satara and Sholapur. Deccan and Uttar Pradesh also contribute a certain proportion of the labour force. Labour in the engineering industry at Jamshedpur is drawn from the States of Bihar, West Bengal, Uttar Pradesh, the Punjab, Madhya Pradesh, Orissa and Madras and is now more or less permanently settled at its place of work. Workers from Punjab and U.P. go to Delhi during the slack season for employment in the textile and engineering industries. The labour employed in building and road construction in the city comes mainly from Rajasthan. The *bidi* industry in Bhopal gets much of its labour from Madhya Pradesh and a good number of the workers at Jabalpur are from Vindhya Pradesh. There is usually some inter-state migration between U.P. and Bihar for employment in sugar factories. A considerable number of workers from Bihar were reported to have moved during 1950-51 to West Bengal for employment in the Chittaranjan Locomotive Workshops.

Labour in coal mines in Bihar and West Bengal is generally drawn from the surrounding villages. During wartime, a number of workers were recruited by the collieries from Gorakhpur in Uttar Pradesh. A certain proportion of the labour force in the coal mines in Hyderabad State is also drawn from Gorakhpur. Labour for construction works in the State is drawn from the neighbouring States of Madras and Madhya Pradesh. The Kadam Project in Adilabad District, for instance, employs about 6,000 workers drawn from Mahaboobnagar, Coimbatore and Madhya Pradesh. About 90 per cent. of the labour in the Kolar Gold Fields comes from Tamilnad and a small proportion comes from the Telugu districts of the Madras State. In the plantation areas in the North-East, workers in the past were mostly emigrants from the States of Bihar Orissa and Madhya Pradesh. The bulk of these emigrants have now settled. Emigration however continues to be considerable and is currently of the order of 30 thousand per year. In the plantations in Travancore-Cochin many of the workers are from the Tamil Districts of Madras.

In the States adjacent to the Himalayas such as U.P. and the Punjab, workers from the hills are known to move down every winter in search of

employment and go back in summer. In U. P. such workers are employed mainly in forest clearing in the Terrai area and number about 12 to 15 thousand.

It will thus be seen that the migration to industrial areas may be inter-district, inter-state or, as in the case of mines and in isolated factories in out-of-the-way places, from the surrounding villages. Some information regarding the extent of immigrant labour in the various industrial centres is available in the Family Budget Reports of the Director, Cost of Living Index Scheme.

The only serial statistics of inter-state migration which are available relate to migration to the Assam tea plantations. These statistics, for certain selected years are presented in Table XXXVII.

TABLE XXXVII

NUMBER OF EMIGRANTS TO ASSAM*

Year	Men	Women	Children	Total
1929-30	33,510	14,117	12,169	59,796
1934-35	7,317	6,286	6,365	19,968
1939-40	9,488	7,792	7,497	24,777
1944-45	18,615	12,690	13,842	45,147
1945-46	17,912	12,580	14,082	44,574
1946-47	17,529	11,985	13,493	43,007
1947-48	15,610	10,103	11,045	36,758
1948-49	13,264	9,838	9,330	32,432
1949-50	13,085	7,919	7,096	28,100

*Figures for 1946-47 and earlier years relate to pre-partition Assam.

Following the partition of India in August, 1947, migration took place on a large scale from India to Pakistan and from Pakistan to India. According to the provisional results of the population census of 1951, there were in the Indian Union, excluding the State of Jammu and Kashmir 74,79,278 displaced parsons who migrated from Pakistan. Of these 24,68,491 were in Punjab and 21,17,896 in West Bengal. Problems relating to the employment of the displaced persons are referred to in the section on Employment Service.

While there is considerable inter-district and inter-State migration in India for employment, there is little migration overseas for this purpose except to countries such as Ceylon, Burma, Malaya, etc. In this con_

nection the following statistics relating to the working of the Indian Emigration Act, 1922, are of interest :—

TABLE XXXVIII

NUMBER OF INDIAN WORKERS MIGRATING OVERSEAS AND BACK TO INDIA

Year	Emigrants	Immigrants*
1929	1,38,889	1,39,451
1934	1,30,955	64,068
1939	12,567	47,560
1944	23,850	2,218
1945	21,124	2,172
1946	21,655	2,117
1947	20,892	3,310
1948	19,324	5,081
1949	12,914	6,100
1950	6,416	5,568

*Return emigrants.

The volume of overseas migration which has been on the decline during recent years showed a further fall in 1950 as only about 6 thousand persons left India for work in other countries during the year. The prohibition imposed on emigration of unskilled labour to Malaya, Burma and Ceylon under the provisions of the Indian Emigration Act continued to be in force and there was no fresh emigration of unskilled labour to any country overseas. The emigrants were thus mostly of the skilled type. The few emigrants who were classified as unskilled were those exempted from the ban for proceeding to Ceylon, being (a) unskilled workers who returned from Ceylon after 1st September, 1942, (b) newly married wives, minor children, widows or unmarried girls accompanying or joining their husbands or parents as the case may be, or (c) labourers in whose case it was found that hardship was caused as a result of the ban. In the absence of any ban on the emigration of skilled workers, a considerable number of them continue to migrate to various countries for employment. Chief among these are Burma, Ceylon, Malaya, Iran and Iraq. Table XXXIX shows the age-sex and occupational distribution of skilled and unskilled workers and their dependants who emigrated from India during 1950.

TABLE XXXIX

NUMBER OF WORKERS AND THEIR DEPENDANTS WHO MIGRATED OVERSEAS DURING 1950 BY OCCUPATION, AGE AND SEX

	Occupation					Age groups						Total		Grand Total
	Agriculture	Industry	Commerce	Other occupations	Without occupation	Below 15		15 to 55		Over 55				
						Men	Women	Men	Women	Men	Women	Men	Women	
Skilled workers	..	950	2,822	2,295	215	74	38	5,967	158	43	2	6,084	198	6,282
Unskilled workers	23	..	..	38	73	39	29	47	14	2	3	88	46	134
Total	23	950	2,822	2,333	288	113	67	6,014	172	45	5	6,172	244	6,416

6. Absenteeism

Monthly statistics of absenteeism relating to certain factory industries are being published by the Governments of Bombay, Uttar Pradesh, West Bengal and Mysore. The statistics published by the Government of Bombay relate mainly to the cotton mill industry in the State and are based on the returns received from about 140 mills situated in Bombay, Ahmedabad, Sholapur and other textile centres in the State. Similar data relating to five 'representative' engineering establishments in Bombay City are also published. The data published by the Government of U.P. relate to the cotton, woollen and leather industries at Kanpur and are based on returns furnished by the Employers' Association of Northern India in respect of the larger member concerns of the Association. Figures are published by the West Bengal Government in respect of the textile, engineering and other industries, but these are based on a small number of returns.

The Mysore Government publish comprehensive statistics relating to absenteeism in respect of all factory industries, gold mining and plantations in the State. Returns on the subject are collected by the Government of Hyderabad also in respect of a few major industrial concerns in the State including coal mines but these, it appears, are not regularly published.

Apart from the data collected from the various State Governments, the Labour Bureau, Government of India collects monthly returns from a number of concerns in specific industries which include the cotton mill industry in Madras State, ordnance factories, cement factories, match factories and iron and steel works. Rules have now been made by some of the States under the Industrial Statistics Act, 1942, for the collection of comprehensive statistics on absenteeism among other subjects, in respect of all factory industries, plantations, tramways and ports. In regard to coal mines, the Chief Inspector of Mines has been collecting monthly statistics on the subject since May, 1950. The information available from the various sources in respect of certain important industries is presented in this section.

Factories.—Table XL gives the available information relating to the percentages of absenteeism in the cotton, woollen and silk mill industries for the 12 months ending September 1951 together with previous figures wherever available. So far as the cotton mill industry is concerned, the percentage of absenteeism showed a slight increase in 1950 in Ahmedabad, Madras, Madura, Coimbatore and Kanpur as compared to the previous year. In Bombay and Sholapur, however, there was a drop. The first nine months of 1951 show a further improvement in the situation in Bombay as the percentage of absenteeism continued to be less than the average for 1950. On the other hand absenteeism in the woollen mill industry at Kanpur which was on the increase during the preceding three years showed no improvement in 1951, while at Dhariwal it was generally higher than in 1950.

Table XLI shows the rates of absenteeism in the engineering industry in Bombay, West Bengal and Mysore, the leather industry at Kanpur, iron and steel industry, ordnance factories, cement factories, and match factories. There has been a drop in the rate of absenteeism in 1950 as compared to the previous year in the iron and steel industry, engineering at Bombay and the leather industry at Kanpur. There has, however, been an increase in the rate of absenteeism in ordnance factories, cement factories, match factories, and the engineering industry in Mysore State.

Information relating to the causes of absenteeism in respect of the textile industries in Madras, Mysore and Dhariwal, engineering in Mysore and West Bengal and certain other industries in India is given in Table XLII. It will be seen from the table that while sickness or accidents and social or religious causes account for a considerable part of the percentage of absenteeism, leave other than holidays and other miscellaneous causes generally account for a major share.

TABLE XL

PERCENTAGE OF ABSENTEEISM IN COTTON, WOOLLEN AND SILK MILL INDUSTRIES

	Cotton							Woollen		Cotton, Woollen and Silk.
	Bombay	Ahmed-abad	Sholapur	Madras	Madura	Coimba-tore	Kanpur	Kanpur	Dhariwal	Mysore State
1946—Average	14·2	7·4	20·1	11·0	16·0	12·8	12·9	8·1	..	..
1947—Average	14·4	6·4	19·1	10·3	14·7	13·8	16·1	11·5	..	..
1948—Average	13·3	5·9	18·1	9·1	13·9	9·6	16·1	10·6	..	..
1949—Average	15·9	7·4	21·3	8·6	13·1	8·1	15·6	11·0	..	11·8
1950—Average	14·5	8·4	20·1	9·5	14·6	9·7	16·1	12·5	9·3	11·1
October	*	7·8	18·3	9·5	14·3	8·1	12·8	12·2	13·8	9·7
November	13·6	7·8	18·8	8·9	13·3	9·4	12·0	10·0	12·7	10·2
December	13·8	7·9	18·3	8·5	13·6	8·4	12·6	10·1	18·7	11·3
1951—January	12·1	7·4	18·1	9·1	11·4	9·5	10·3	11·5	8·8	12·5
February	12·8	7·8	19·4	8·6	12·5	10·8	11·1	13·7	12·0	14·0
March	13·0	9·0	18·7	8·7	13·2	11·8	10·8	13·9	15·5	14·5
April	13·6	8·9	20·3	8·8	13·0	10·8	11·5	14·3	20·8	13·1
May	14·5	9·4	22·2	8·7	12·2	11·6	14·5	19·3	17·8	11·0
June	13·9	8·9	20·0	9·0	12·0	11·0	15·6	19·8	11·2	10·6
July	13·4	8·2	17·2	8·1	10·2	8·4	13·6	15·7	8·5	11·2
August	11·8	8·0	16·8	7·9	10·4	8·6	11·6	9·9	6·3	10·6
September	12·4	8·4	16·7	9·5	10·3	8·9	11·3	7·4	11·6	11·3

*There was a general strike in the cotton mill industry in Bombay City.

TABLE XLI

PERCENTAGE OF ABSENTEEISM IN CERTAIN FACTORY INDUSTRIES

	Engineering			Ordnance Factories	Iron and Steel Industry	Cement Factories	Match Factories	Leather Industry
	Bombay	West Bengal	Mysore*					Kanpur
1946—Average	19·9	..	..	..	10·2	..	..	9·7
1947—Average	13·8	..	..	..	10·6	12·2	12·4	15·5
1948—Average	13·4	..	..	14·3	8·5	10·9	10·9	8·0
1949—Average	13·6	..	11·8	13·5	8·0	10·1	10·8	11·3
1950—Average	13·1	11·1	12·4	12·4	8·9	10·6	11·0	8·4
October	10·0	7·6	9·7	10·6	7·2	10·3	9·6	5·9
November	12·9	8·7	11·0	11·6	7·4	9·0	9·6	4·8
December	11·8	8·4	13·5	10·5	7·7	9·1	9·0	5·2
1951—January	11·2	8·8	12·5	10·7	7·7	10·5	7·4	3·9
February	13·0	9·2	13·0	10·1	8·5	11·3	10·6	4·9
March	14·8	10·1	12·0	11·5	9·1	14·0	9·9	4·8
April	16·5	10·8	12·7	11·2	9·9	13·4	11·5	5·6
May	20·3	13·7	13·4	12·7	11·4	15·0	13·1	8·0
June	15·0	13·3	12·5	12·6	10·5	12·7	12·7	7·0
July	12·9	10·6	10·6	11·3	8·6	13·1	11·4	27·2
August	10·8	8·0	10·0	9·7	7·0	10·6	9·8	11·9
September	12·7	9·3	10·6	10·0	7·2	10·2	10·0	4·9

* *Till* February 1951, the figures included iron and steel.

TABLE XLII

PERCENTAGE OF ABSENTEEISM CLASSIFIED BY CAUSES, 1950-51

Industry	Sickness or accident	Social or religious causes	Leave other than holidays	Other causes	All causes
Textiles :					
Madras (Cotton) ..	2·5	1·9	4·1	2·0	10·5
Dhariwal (Woollen) ..	1·3	..	9·1	2·3	12·7
Mysore (cotton, woollen and silk).	0·9	1·2	6·1	3·5	11·7
Engineering :					
West Bengal ..	1·7	0·2	6·2	1·8	9·9
Mysore	2·6	0·7	5·1	3·4	11·8
Iron and Steel ..	2·2	0·7	5·1	3·0	11·0
Ordnance factories ..	1·1	0·3	5·3	1·8	8·5
Cement	2·6	1·6	5·2	2·2	11·6
Match	4·0	0·6	3·4	2·4	10·4

Mines.—Investigations conducted in the coal mines during 1945 showed that an underground worker on an average attended work for 4½ days in a week. Absenteeism was, however, found to be less among the surface workers, attendance in their case being 5 to 5½ days per week. The position appears to have considerably improved since then as a result of various measures such as provision for an annual bonus linked to attendance. Statistics now being compiled by the Chief Inspector of Mines show an appreciably lower percentage of absenteeism among the coal miners. The figures for the twelve months ending September, 1951 are given in Table XLIII.

TABLE XLIII

PERCENTAGE OF ABSENTEEISM AMONG WORKERS IN COAL MINES

Month	Under-ground	Open workings	Surface	Overall
1950				
October	16·69	14·72	10·68	14·24
November	17·08	13·80	10·98	14·47
December	15·01	10·53	9·83	13·73
1951				
January	14·82	18·18	10·32	14·03
February	15·47	12·90	9·71	11·96
March	15·44	13·33	11·12	13·59
April	14·91	13·95	10·26	13·10
May	14·56	14·91	10·53	13·10
June	15·10	15·37	10·35	13·30
July	16·56	14·34	11·21	14·28
August	15·08	13·31	9·78	12·88
September	14·39	15·37	10·96	13·20

The Indian Coalfields Committee (1946) attributed the high rate of absenteeism in coal mines to unattractive working conditions, disinclina-

tion to work underground, attachment to land and higher profits of agriculture, lack of physical stamina among workers and their low standard of living. The Hyderabad Coal Mines Labour Enquiry Committee (1949) also referred to this problem and mentioned illness, deaths, marriages and rituals as the main causes of absenteeism in the coal mines in that State.

Statistics of absenteeism available in respect of the Kolar Gold Fields show a smaller rate of absenteeism than in coal mines. The statistics given below show, moreover, a continuous decline in the percentage of absenteeism since 1949.

TABLE XLIV

PERCENTAGE OF ABSENTEEISM IN KOLAR GOLD FIELDS

1949	14·5
1950	12·4
October	9·6
November	10·4
December	9·5
1951	
January	9·4
February	9·8
March	9·7
April	10·3
May	10·1
June	10·1
July	9·9
August	10·0
September	10·2

Plantations.—No reliable statistics are at present available in regard to absenteeism in plantations. Statistics relating to the number of workers on books and the average daily employment available in respect of the tea plantations in Assam* show that in 1949-50 the average daily employment was only 4,50,035 as compared to a total number of 5,57,448 workers on books. The average daily employment was thus about 19 per cent. below the number of workers on books. Similar percentages† for the past few years are given in the following table which shows a considerably lower rate of absence in 1949-50.

TABLE XLV

PERCENTAGE OF ABSENTEEISM IN ASSAM TEA PLANTATIONS‡

1944-45	28·8
1945-46	25·5
1946-47	25·6
1947-48	24·6
1948-49	25·9
1949-50	19·3

* *Vide* p. 13.

† These data are based on figures for March and September each year.

‡ The figures cover settled as well as *faltu* or *basti* labour.

Monthly statistics of absenteeism in the plantations in Mysore State collected by the State Government are given below in respect of the 12 months ending September 1951.

TABLE XLVI

PERCENTAGE OF ABSENTEEISM IN THE PLANTATIONS IN MYSORE, 1950-51

1950	
October	17·5
November	20·3
December	16·5
1951	
January	18·1
February	19·9
March	18·5
April	20·0
May	22·4
June	19·2
July	21·9
August	15·1
September	16·6

Some information relating to absenteeism in plantations in Assam, Bengal and South India was also collected during the enquiries conducted by the Labour Bureau in 1947 and was published on the relevant reports on the Cost and Standard of Living of Plantation Workers. Some of the figures available on the basis of these enquiries were published in the earlier issues of this Year Book. A sample enquiry recently conducted by the Labour Bureau in the tea plantations of the Assam Valley revealed the following percentages of absenteeism during the year 1950*.

PERCENTAGE OF ABSENTEEISM IN THE TEA PLANTATIONS IN ASSAM, 1950

	Men	Women	Children	All Workers
European owned gardens	18·5	26·5	20·7	22·0
Indian owned gardens	19·2	28·0	28·1	23·9

Railways.—A table published in the annual report of the Railway Board gives statistics relating to man-days lost due to sickness of staff employed on the Indian Government Railways. The statistics which relate to Class III and Class IV staff show for the year 1950-51 a total time-loss of 65,68,206 man-days on account of sickness among the staff. The number of Class III and Class IV employees employed in 1950-51 was 8,49,258. The average number of days of absence due to sickness per worker thus works out to 7·7 during the year. Information relating to absence due to other causes in this sector of employment is not available.

Ports.—Information relating to absenteeism among port workers is available in respect of the ports of Bombay and Madras. The figures available for the year 1950 are given below :

*The figures are based on the data collected for the 12 months of 1950 from 25 European owned and 9 Indian-owned gardens accounting together for over 24 thousand acres.

PERCENTAGE OF ABSENTEEISM IN PORTS, 1950

	Madras	Bombay
Marine Department	7·2	11·7
Engineering Department	9·1	
Traffic Department :		
Shore labour	7·2	6·3
Other labour	5·6	

CHAPTER II

LABOUR LEGISLATION

Central and States

1. Factories

THE FACTORIES ACT, 1948

The first Act for regulating the conditions of labour in factories was passed in 1881. It was a simple Act primarily designed to protect children and to provide for some health and safety measures. The law was revised in 1891, 1911, 1922 and 1934 to meet the new needs which arose from time to time. The 1934 Act was passed to implement the recommendations of the Royal Commission on Labour in India. In 1947 the Government of India framed a Bill for a radical overhaul of the existing law. This Bill was passed into an Act on 23rd September, 1948. The new Act called the Factories Act, 1948 was put into force on 1st April, 1949*. The following is a summary of the main provisions of the Act.

Scope.—Till April, 1951 the Act did not apply to some of the Part B States, e.g., Hyderabad, Jammu and Kashmir, Mysore and Travancore-Cochin. In these States separate Acts passed by the State Governments were in force. With a view to bringing about uniformity in certain laws in force in various constituent States of the Union, the Central Government passed an Act called the Part B States (Laws) Act in February, 1951. By virtue of this Act the State Acts regulating the conditions of labour in factories were repealed and the Central Factories Act was applied to all Part B States except Jammu and Kashmir with effect from 1st April, 1951.

The Act applies to all establishments employing 10 or more workers where power is used and to establishments employing 20 or more persons where power is not used. The State Governments are empowered to apply the provisions of the Act to any premises, irrespective of the number of persons employed, where a manufacturing process is carried on with or without the aid of power, except where the work is done by the worker solely with the aid of his family.

Health, Safety and Welfare:—Elaborate provisions have been made in the Act to safeguard health and to promote safety and welfare of the workers. It specifies in clear terms requirements regarding cleanliness, lighting, ventilation, etc., and provides for the disposal of wastes and effluents, the elimination of dust and fumes, the provision of spittoons and the control of temperature. Factories employing over two hundred and fifty persons are required to supply cool drinking water during summer. To eliminate overcrowding the Act prescribes a minimum space of

*For the historical background of factory legislation in India see the previous issues of the *Year Book*.

500 c. ft. for each worker in factories built after the commencement of the Act. For other factories the minimum space fixed per worker is 350 c. ft. It prescribes in detail precautions which should be taken for ensuring the safety of the workers. Power has been conferred upon the State Governments to fix maximum weights which may be lifted or carried by men, women or children.

The Act contains a separate chapter laying down specific welfare measures such as washing facilities, first aid appliances, canteens, rest shelters, crèches and seating arrangements for workers. The State Governments are empowered to make rules requiring factories to provide suitable places for keeping workers' clothing and for the drying of wet clothing. Factories employing 500 or more workers are required to appoint Welfare Officers. It is left to the State Governments to prescribe the duties, qualifications and conditions of service of these officers. The State Governments are empowered to order any factory or class of factories to associate the representatives of workers with the management of the welfare arrangements for the workers.

Employment of Young Persons.—The minimum of age employment of children has been fixed at 14. Persons between 15 and 18 years of age are classed as adolescents. No child or adolescent can be employed in any factory unless he is certified to be fit for work by a certifying surgeon and carries a token to that effect while at work. Such certificates are valid only for a period of one year.

Hours of Work.—The hours of work of adult workers have been fixed at 48 per week and 9 hours per day with a spreadover of 10½ hours in a day. The Act provides that no adult worker shall be allowed to work for more than 5 hours unless he had an interval for rest of at least half an hour. For children and adolescents a 4½ hour day with a spreadover of 5 hours has been prescribed. The State Governments are authorised to make rules providing for exemption of certain categories of workers from the provisions of the Act relating to hours of work, weekly holidays, etc., but where such exemptions are made, the Act provides that (1) the total number of hours of work should not exceed 10 in a day; (2) the total number of hours of overtime work should not exceed 50 in any one quarter; and (3) the spreadover should not exceed 12 hours in a day. Employment of women and children between 7 p.m. and 6 a.m. is prohibited. For overtime work the Act provides that the employees shall be paid twice their normal rates of wages.

Leave with Wages.—Besides weekly holidays, every worker is entitled to leave with wages after 12 months' continuous service at the following rate: adults—one day for every 20 days of work subject to a minimum of 10 days; children—one day for every 15 days of work subject to a minimum of 14 days. If a worker is discharged or quits service before he has taken the leave earned by him, the employer is required to pay wages to him in respect of leave not enjoyed by him.

Occupational Diseases, etc.—It is obligatory on the part of the factory managers to give information regarding specified accidents which cause death or serious bodily injury or regarding occupational diseases contracted by employees. Medical practitioners attending on persons suffering from occupational diseases are also required to report the cases to the Chief Inspector of Factories. The Act authorises Factory Inspectors to take samples of substances used in the manufacturing process, if their use is either contrary to the provisions of the Act or likely to cause bodily injury or injury to the health of the workers. The State Governments are authorised to appoint competent persons to enquire into the causes of any accident or into any case of occupational disease.

Administration.—The enforcement of the new Factories Act, has brought under its purview a large number of small factories hitherto not covered by any legislation. The number of factories on the registers in the 9 Part A States and 3 Part C States (*viz.*, Delhi, Ajmer and Coorg), in respect of which information is available, has increased from about 16 thousand in 1948 to over 29 thousand in 1950. Of these about 5 thousand factories were notified by State Governments under the special powers given to them under Section 85 of the Act. These consist mostly of handloom factories in Bombay and Madras, mica factories in Bihar and hotels and restaurants in Madras.

With the increase in the number of factories governed by the Factories Act, the responsibilities of the factory inspectorates in the various States have also increased. The question of strengthening the inspectorates, which was actively being pursued since 1944, was brought up again before the Ninth Session of the Labour Ministers' Conference held in January 1951. According to a memorandum presented to the conference, there were only about 100 Inspectors working in the 9 Part A States where nearly 29 thousand factories were on the registers of the Factories Departments. There were 24 Inspectors in the Part B States and 5 in the Part C States responsible for the enforcement of the Act in about 5,700 factories in all. It was generally agreed at the Conference that the inspectorates should be strengthened in accordance with the requirements in each State. A suggestion was put forward that there should be at least one Inspector for every 250 factories in States where there were fewer Inspectors.

Inadequacy of inspection staff has often led to a large number of factories remaining uninspected. In 1945 as many as 20 per cent. of the working factories could not be inspected even once during the year. The percentage of uninspected factories has gradually declined since then with the strengthening of the inspectorates in the various States. In 1949 again following registration of a large number of new factories under the Factories Act, 1948, the number of factories which remained uninspected increased considerably. There was, however, a great improvement in 1950 when only 10·5 per cent. of the working factories remained uninspected as against 20·1 per cent. in 1949. The following table shows the number of factories inspected in the various States during 1950.

TABLE XLVII

Name of State	No. of factories on registers	No. of working factories	No. of factories inspected	Percentage of factories inspected to the number of factories on register
Assam	841	807	701	83·35
Bihar	2,231	2,231	2,231*	100·00
Bombay	7,927	7,383	6,740	85·03
Madhya Pradesh ..	1,729	1,418	1,629	94·22
Madras	10,330	10,061	9,464	91·62
Orissa	315	289	123	39·05
Punjab	1,270	1,191	505	39·76
Uttar Pradesh	1,656	1,447	1,655	99·94
West Bengal	2,530	2,414	1,293	51·11
Ajmer	60	54	54	90·00
Delhi	461	432	432	93·71
Coorg	24	24	19	79·17
Andaman and Nicobar Islands	3	3	3	100·00
Total ..	29,377	27,757	24,849	

* Includes 940 Section 85 factories most of which were inspected. The exact number inspected is not known.

During the inspections, the Inspectors of Factories continued to pay close attention to the problems of sanitation, ventilation, lighting, etc., of the factory premises, fencing of machinery and other safety meaures. The importance of maintaining clean and tidy premises and keeping the compound and surroundings of factories free from rubbish, scrap, rank vegetation, stagnant water, etc., continued to be stressed by the Bombay Inspectorate and the results were reported to be encouraging. The advantages of air conditioning were being realised more and more by the textile mills in the State and improvement in lighting by the use of fluorescent tubes was noticeable in several places. Cleanliness of factory premises and their surroundings was reported to have been well-maintained in the factories in Madras State. The dangers involved in unfenced machinery were explained to managers of factories wherever necessary and steps were taken to see that the orders were duly complied with by the factories in the State. Considerable improvements in sanitary arrangements, ventilation and lighting were reported in most of the larger factories in Uttar Pradesh. Conditions were, however, not so satisfactory in the smaller factories. The question of sanitation and facilities to be provided in the textile mills was considered by the Labour Welfare Committee in Madhya Pradesh and the Committee's recommendations were being implemented. In the Punjab the co-operation of the Public Health Department in the shape of regular visits to the factories by the District Medical Officer proved to be valuable for the maintenance of sanitary conditions in factory premises. Medical Inspectors have been functioning for some time past in Bombay and Travan-

core-Cochin. Such posts have recently been created in U.P., Bihar, Bhopal and Mysore also.

Non-compliance with the provisions of the law continued to meet with prosecutions wherever necessary. In 1950 convictions were obtained in as many as 1,821 cases for offences relating to breaches of law as against 1,706 cases in 1949. A majority of the cases related to employment and hours of work. Others related to non-maintenance or non-submission of registers, notices and returns, non-compliance with the provisions relating to safety, health, sanitation, etc. The following table shows the number of convictions obtained in each State in 1950.

TABLE XLVIII

	Number of convictions obtained for offences relating to					
	Employment and Hours of work	Notices, registers and returns	Safety	Health and Sanitation	Others	Total
Assam ..	2	7	9	2	4	24
Bihar ..	7	11	9	..	4	31
Bombay ..	547	48	10	1	4	610
Madhya Pradesh ..	54	42	24	2	6	128
Madras ..	51	222	54	36	30	393
Orissa ..	..	..	..	..	..	..
Punjab ..	159	39	66	44	49	357
Uttar Pradesh ..	100	61	10	24	33	228
West Bengal	12	19	2	..	1	34
Ajmer ..	..	..	..	..	..	..
Delhi ..	6	3	3	..	4	16
Coorg ..	..	..	..	..	..	..
Andaman and Nicobar Islands ..	..	..	..	..	..	..
Total ..	938	452	187	109	135	1,821

With a view to improving the efficiency of the inspection services, on whom rests the responsibility for the administration of the Factories Act, Government have, in recent years, been arranging from time to time training courses for the Inspectors. The third training course for Factory Inspectors was held in New Delhi in November 1951. The opportunities provided under the various international technical assistance programmes such as the Colombo Plan and the U.S. Training Programme have also been utilised by the Central and State Governments to send a number of their Inspectors for advanced training in factory inspection and allied subjects. A seminar on Labour Inspection was also organised at Calcutta in February 1952 under the auspices of the International Labour Office for the benefit of the South East Asian Countries.

2. Mines

Indian Mines Act, 1923

The first Act for regulating working conditions in mines was passed in 1901. This was overhauled and superseded by a more comprehensive Act in 1923. The new Act, known as the Indian Mines Act, came into force on 1st July, 1924. It was not till 1935 that material changes were made in the Act when, largely as a result of the recommendations of the Royal Commission on Labour in India and the adoption of the draft International Labour Convention on hours of work in coal mines, the Act was amended. It was further amended in 1936, 1937, 1940 and 1946. The following is a brief summary of the essential provisions of the Act as it stands now.

The Act applies to all mines in the territory of the Indian Union except the State of Jammu and Kashmir*. A mine has been defined as "any excavation where operation for the purpose of searching for or obtaining minerals has been or is being carried on". For persons employed on the surface, it fixes the daily hours of work at 10 with a maximum spreadover of 12 hours including an interval for rest of one hour after six hours' work. The daily hours of work and the spreadover for persons employed below ground have been fixed at nine. The weekly hours of work for all employees are fifty four. No person is allowed to work in a mine for more than 6 days in a week. Persons holding the position of supervision, management, etc. are not covered by these provisions.

The Act prohibits the employment of children below the age of 15 and lays down that no person below the age of 17 shall be allowed to work underground unless he has been certified to be medically fit and carries a token to that effect while at work. In 1929 the Central Government promulgated certain regulations framed under the Act whereby the employment of women underground was banned in successive stages to be completed by 1939. However, due to shortage of labour in mines during the Second World War the ban was lifted in 1943. Since 1st February, 1946 the ban has been reimposed.

Provision has been made in the Act for adequate supply of drinking water, maintenance of medical appliances and proper sanitary arrangements. In 1945 a Mines (Amendment) Ordinance was promulgated to provide for the maintenance of creches in mines. Though this Ordinance was repealed in 1947, its provisions were incorporated in the Act. By virtue of an amending Act passed in 1946 provision has been made for the maintenance of closed shower baths, separately for men and women, at or near the pit head in coal mines.

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* The Act was extended to all Part B States except Jammu and Kashmir on 1st April 1951 by the Part B States (Laws) Act passed in February 1951.

The Act authorises the Central Government to frame rules and regulations for the administration of the Act and for prescribing conditions to make the mining operation as safe as possible. In exercise of these powers a large number of regulations have been framed which cover the entire field of safety. Provision has also been made in the Act for the constitution of Mining Boards in important mining areas consisting of representatives of employers, employees and Government for assisting Government in carrying out the purposes of the Act.

In order to collect comprehensive monthly statistics regarding production, employment, attendance and earnings of the workers and hours of work in coal mines the Government of India published a draft amendment to the Indian Coal Mines Regulations, 1926 in July, 1949. The draft was made final on 1st January, 1950 and the above statistics are being collected from May, 1950 and are being published in the monthly 'Coal Bulletin' since January 1951.

The Administration of the Act is the responsibility of the Government of India. Government have appointed a Chief Inspector of Mines to administer and enforce the Act. He is assisted in this work by Inspectors of Mines and by District Magistrates who may also be required to discharge the duties of Inspectors of Mines. The following tabular statement gives information regarding inspections during certain selected years :—

TABLE XLIX

STATISTICS RELATING TO INSPECTION OF MINES*

Year	Total No. of mines	No. of mines inspected		No. of mines not inspected		Total No. of inspections made by Inspectors
1929 ..	1,732	1,016	(58·7)	716	(41·3)	2,388
1931 ..	1,675	986	(58·9)	689	(41·1)	2,601
1939 ..	1,864	1,210	(64·9)	654	(35·1)	2,947
1944 ..	2,359	1,361	(57·7)	998	(42·3)	2,743
1945 ..	1,151	1,494	(69·5)	657	(30·5)	3,487
1946 ..	2,119	1,316	(62·1)	803	(37·9)	3,155
1947† ..	1,976	1,478	(74·8)	498	(25·2)	3,543
1948† ..	1,897	1,317	(69·4)	580	(30·6)	3,819
1949† ..	2,032	1,423	(70·1)	609	(29·9)	4,731
1950† ..	2,096	1,773	(84·6)	323	(15·4)	5,783

(Figures in brackets are percentages).

* SOURCE.—Annual Reports of the Chief Inspector of Mines in India.

† Figures prior to 1947 relate to pre-partition British India.

It will be seen from the above table that there has been considerable improvement in the inspection of mines in recent years. The percentage of mines inspected has increased from 69·4 in 1948 to 84·6 in 1950. The number of inspections made by Inspectors has also increased considerably. This improvement has been largely due to the strengthening of the Mines Department. Steps are being taken for further strengthening of the Inspectorate to ensure more frequent inspections. During the year 1950 mines were inspected during odd hours of the day and night as a check on persons responsible for the safety of mines. In addition to visits paid by regular Inspectors a large number of inspections were made by medical officers, who are *ex-officio* Inspectors of Mines, to inspect sanitary conditions.

During the year 1950 prosecutions were instituted against 114 persons for violating the provisions of the Act or rules and regulations framed thereunder. Of these, 44 cases were started for failure to appoint qualified managers, 17 for employing women underground, 4 for failure to submit the returns, 3 for not providing creches and 2 for not submitting notices of accidents.

In order to bring the legislation relating to mine workers in line with that for factory workers, the Government of India introduced a Bill in Parliament on 8th December, 1949. The Bill is a repealing and consolidating measure. The following are some of its salient features: (*a*) it applies to all persons engaged in any work incidental to, or connected with, mining operations. (*b*) It reduces the working hours of all adult workers, both surface and underground, to 48 per week and provides that no worker will be allowed to work for more than 9 hours a day above ground and 8 hours a day below ground. The existing Act does not specify the rate of payment for overtime work. The Bill provides that surface workers will be paid for overtime work at the rate of 1½ times the ordinary rate of wages and underground workers at twice the ordinary rate of wages. (*c*) It raises the age limit of persons employed underground from 17 to 18 and limits the hours of work of adolescents (i.e., persons between 15 and 18 years of age) to 4½ per day. (*d*) It continues the ban imposed on the employment of women underground and further provides that on surface no woman will be allowed to work except between the hours of 6 a.m. and 7 p.m. The State Governments are authorised to relax these limits but not so as to authorise working between the hours of 10 p.m. and 5 a.m. (*e*) It provides for the grant of compensatory holidays and holidays with pay to workers. (*f*) Adequate provisions relating to health and safety have been made in the Bill generally on the lines of the Factories Act, 1948. (*g*) At present the penalty for violation of the Indian Mines Act is only a fine. The Bill contains adequate penalty provisions and provides for punishment with imprisonment or fine or with both.*

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* The Bill was passed by Parliament on 15th February, 1952.

3. Plantations

(a) The Tea Districts Emigrant Labour Act, 1932

One of the earliest measures in labour legislation in India was in connection with workers employed in the plantations. During the initial stages of its development the plantation industry in Assam was confronted with the problem of scarcity of labour. The attempts of the employers to secure labour from distant States created various difficulties. To meet these, a series of Acts were passed between 1863 and 1901. These measures, however, gave rise to a system of indentured labour. The system instead of solving the problem of adequate labour supply created new difficulties and in 1901, therefore, the Assam Labour and Emigration Act was passed. In 1908 and 1915 two amending Acts were passed which, *inter alia*, abolished the system of indentured labour and withdrew the right of private arrest by the employers. The Act, however, failed to solve the problems of the industry. The Royal Commission on Labour in India examined the question in considerable detail and made a number of recommendations. These recommendations formed the basis of the Tea Districts Emigrant Labour Act which was passed in 1932. The Act came into force on 1st October, 1933.

The Act applies to the whole of India except the State of Jammu and Kashmir*. It deals mainly with the regulation of recruitment of workers for tea gardens in Assam. It authorises the Central Government to declare any area within a State to be a controlled emigration area and to grant a licence to any person to act as a local forwarding agent on behalf of an employer or employers. Such licences can be granted only on the application of an employing interest. The Government, however, can refuse to entertain an application if the employing interests have not made proper provision for forwarding, accommodation and feeding of assisted emigrants on their journey to the tea estates. Recruits from controlled emigration areas can be sent to Assam only through licensed local forwarding agents. Under the Act, assisted emigrants from such areas can be sent to Assam only through the prescribed routes and on their journey must be accompanied by a competent person deputed by the local forwarding agent.

The Central Government can also declare any controlled emigration area or any part of such area to be a restricted recruiting area. In that case no person except a licensed forwarding agent, a licensed recruiter

* The Act was applied to all Part B States except Jammu and Kashmir on 1st April 1951 by the Part B States (Laws) Act passed in February 1951.

or a garden *sardar* holding a certificate from the owner or manager of the tea estate, can assist another person to proceed to Assam as an assisted emigrant.

The Act prohibits any assistance to children below 16 years of age to proceed to Assam unless they are accompanied by their parents or other relatives on whom they are dependent. Similarly, no married woman who is living with her husband can be assisted to proceed to Assam without the consent of her husband. Under the Act every emigrant labourer and his family have a right of repatriation at the cost of the employer after the expiry of three years from the date of his entry into Assam or at an earlier date in certain special circumstances. The Act requires the employer to pay not only the fare for the journey but also to allow subsistence allowance for the period of the journey.

The Act empowers the Central Government to make rules prescribing the qualifications of persons who may be granted licences to act as recruiters, for the collection of a cess, for prescribing the accommodation and the scale of diet to be provided and the sanitary arrangements to be made at each depot, etc.

For purposes of administration, the Act provides for the appointment of a Controller of Emigrant Labour. He may be assisted by Deputy Controllers of Emigrant Labour and Civil Surgeons and District Magistrates. His function is to supervise the recruitment and repatriation of emigrant labourers. To meet the expenses of the Controller and his establishment, the Act provides for the levy of a cess on the employing interests, at such rate, not exceeding nine rupees for each assisted emigrant entering Assam, as the Central Government may determine for the year of levy. For the year 1951-52 Government have fixed Rs. 3 as the rate of the cess* the Controller of Emigrant Labour prepares annual reports on the administration of the Act. These reports contain information regarding the working and living conditions of labour in the Assam tea plantations. The table on the next page furnishes statistics relating to emigrant labour in Assam.

It will be seen from the table that in recent years the number of workers who postponed their right to repatriation has increased considerably. In the course of a recent survey conducted by the Labour Bureau attempts were made to ascertain the possible reasons for such increase. Several of the workers who were questioned in this connection invariably replied that they found their conditions of living more attractive in the tea gardens than in their village homes. Another reason is the acute food shortage in some of the States from which labour is recruited. Moreover, as recruitment in tea gardens is generally on a family basis, most of the workers who live with their families in the estates gradually lose contact with their village homes and as such do not like to utilise the right to repatriation. It was found that in some estates certain inducements such as cash bonus varying from Rs. 5 to 25 or certain presents e.g. a blanket or an umbrella are given to workers who postpone their right to repatriation.

* Notification No. AL138/EMG(13) dated 5th September, 1951.

TABLE L

STATISTICS RELATING TO EMIGRANT LABOUR IN ASSAM*

Year†	Total Labour Force			No. of new emigrants	No. of emigrants repatriated during the year	No. of emigrants who postponed their right to repatriation
	Adults	Children	Total			
1	2	3	4	5	6	7
1934 ..	625,041	503,958	1,128,999	47,960	266	..
1939 ..	606,459	564,147	1,170,606	30,262	13,999	9,224
1944 ..	584,777	566,092	1,150,869	41,940	17,351	7,842
1945 ..	580,419	565,040	1,145,459	45,147	12,985	6,724
1946 ..	584,222	560,217	1,144,439	44,574	26,814	11,733
1947 ..	492,749	473,308	966,057	43,007	21,047	13,675
1948 ..	492,408	486,597	979,005	36,758	21,613	17,511
1949 ..	497,532	497,289	994,821	32,432	26,793	23,922
1950 ..	499,610	500,416	1,000,026	32,577	29,898	18,272

* SOURCE :—Annual Reports on the working of the Tea Districts Emigrant Labour Act, 1932. Statistics relating to the year 1950 supplied by the Controller of Emigrant Labour.

† Figures up to 1946 are for undivided India. Later information relates to the Indian Union.

(b) THE PLANTATION LABOUR ACT, 1951

Till recently Cochin was the only State in India which had adopted legislative measures for the direct control of labour conditions on plantations. In this State certain rules were framed and put into force on 1st May, 1937. Complete absence of regulation of condition of work on plantations in all other States was commented upon by the Labour Investigation Committee appointed by the Government of India in 1944. Since the conditions of life and employment on plantations differed from those in other industries the Committee suggested the enactment of a separate Plantation Labour Code for the whole of India. In 1947, a tripartite Industrial Committee for Plantations was set up by the Government of India to consider the problems of the plantation industry. At its first meeting the Committee recommended that an enquiry should be made into the cost and standard of living of workers in the plantation industry so that reasonable wages for workers could be fixed. This work was entrusted to the Labour Bureau. The Committee also decided that a medical expert should be deputed to study the existing standards of medical aid in plantations and to submit proposals for their improvement. For this purpose Major E. Lloyd Jones, Deputy Director-General of

Health Services (Social Insurance) was deputed by Government. The reports of the Director, Labour Bureau* and Major Lloyd Jones† were examined by the Committee when it met in March, 1948. The Committee agreed that the standards of medical care should be prescribed by law and that employment of children below the age of 12 in plantations should be stopped. From such information as is available it would appear that the recommendation of the Committee regarding the prohibition of employment of children under 12 has been implemented by the planters. The Committee also discussed the question of framing a labour code for regulating the conditions of work on plantations. A departmental Plantation Bill was drafted, the outlines of which, were discussed at a Tripartite Plantation Conference held in September, 1949 and the third Session of the Industrial Committee on Plantations held in November 1950. Largely on the basis of these discussions, a Bill was finally framed and introduced in Parliament on 7th June, 1951. The Bill was passed by Parliament on 15th October, 1951 and received the assent of the President on 2nd November, 1951. The following are the main provisions of the Act :—

Scope.—The Act extends to the whole of India except the State of Jammu and Kashmir and applies, in the first instance, to all tea, coffee, rubber and cinchona plantations which admeasure twentyfive acres or more and whereon thirty or more persons are employed or were employed on any day of the preceding twelve months. Power has been given to State Governments to apply the Act to any other class of plantations within their State. In such cases, however, prior approval of the Central Government is necessary.

Health and Welfare.—Under the Act employers are required to make effective arrangements for the supply of wholesome drinking water to workers and to provide sufficient number of latrines and urinals, of the prescribed standard, separately for men and women. They are also required to provide and maintain such medical facilities for the workers as the State Governments may prescribe. If any employer fails to provide and maintain such facilities, the Act empowers the Chief Inspector of Plantations to provide and maintain such facilities and to recover the cost from the defaulting employer.

The State Governments are empowered to make rules requiring: (*a*) every planter to provide such recreational facilities for workers as may be prescribed, (*b*) planters employing ordinarily 150 workers to provide and maintain canteens, and (*c*) planters in whose estate there were more than 25 workers' children between the ages of 6 and 12 to provide educational facilities for them. In every plantation wherein 50 or more

*Report on an Enquiry into the Cost and Standard of Living of Plantation Workers in Assam and Bengal, and Report on an Enquiry into the Cost and Standard of Living of Plantation Workers in South India, published by the Manager of Publications, Government of India, Delhi.

†Standards of Medical Care for Tea Plantations in India, published by the Manager of Publications, Government of India, Delhi.

women workers are employed suitable rooms have to be provided and maintained by the employers for the use of children of such women. Exact standards of canteens, creches, recreational and educational facilities which the employers are to provide are to be prescribed under rules framed by the State Governments.

Under the Act it is the duty of every employer to provide and maintain for every worker and his family, residing in the plantation, the necessary housing accommodation. The standard and specification of the accommodation to be provided, the selection and preparation of sites for the construction of houses and the size of such plots, rent chargeable from workers. the procedure for alloting housing accommodation and suitable strips of land adjoining such accommodation for use as kitchen gardens and the definition of what constitutes the family of a worker for purposes of housing accommodation are to be prescribed in the rules framed by the State Governments. Under the rule making powers conferred by the Act, the State Governments are authorised to constitute tripartite advisory boards for consultation in regard to matters connected with the provision of housing accommodation.

The Act empowers State Governments to make rules requiring planters to provide workers with such number and type of umbrellas, blankets, rain coats or other amenities for the protection against rain and cold as the State Government may consider proper. Planters employing 300 or more workers are also required to employ Welfare Officers. The number of Welfare Officers to be employed by planters, their duties, qualifications and conditions of service are to be prescribed by the State Governments.

Employment of Children and Young Persons.—Employment of children below the age of 12 is prohibited by the Act. Persons between the ages of 15 and 18 are declared to be adolescents. No child or adolescent can be employed for work unless he is certified fit to work by a duly appointed certifying surgeon and unless he carries a token to this effect while at work. A certificate of fitness granted by a Certifying Surgeon is valid only for a period of 12 months.

Hours of Work.—The Act fixes the weekly hours of work for adults at 54. For children and adolescents a 40-hour week has been prescribed. The Act does not fix daily hours of work but lays down that the period of work of an adult worker shall be so arranged that it does spread over 12 hours including his rest interval and the time spent in waiting for work on any day. Except with the permission of the State Government, no woman or child worker can be employed in any plantation otherwise than between the hours of 6 a.m. and 7 p.m. Workers must be given an interval for rest for at least half an hour after working for 5 hours. The hours of work for a normal working day for purposes of wages and overtime are to be fixed under rules framed by the State Governments. The Act empowers employers to refuse to employ a worker on any day if on that day he turns up for work more than half an hour after the time

fixed for the commencement of the day's work. The State Governments can frame rules to provide for (*a*) a weekly holiday for workers, and (*b*) payment for work done on the weekly day of rest. The rate of payment is to be not less than the overtime rate prevailing in the area. Where there is no such rate, the State Government may fix such rate as they may deem proper. Workers have been given option to work on any day of rest which is not a closed holiday. However, they are not allowed to work for more than 10 days at a stretch without a day of rest. The Act provides that where on any day a worker has been prevented from working by reason of tempest, fire, rain or other natural causes, that day may, if he so desires, be treated as his weekly day of rest for the week concerned. Persons whose total period of employment in any week is less than 6 days are, however, not entitled to weekly holidays.

Holidays with Pay.—The Act provides that every worker shall be allowed leave with wages at the following rate : (*a*) if an adult, one day for every 20 days of work, and (*b*) if a child or an adolescent, one day for every 15 days of work. Workers are entitled to accumulate leave up to a maximum of 30 days. During the period of leave they are to be paid at the rate equal to the daily average of their full-time wages excluding bonus and overtime earnings but including dearness allowance and money value of food concessions, if any. The Act lays down that its provisions relating to leave with wages shall not operate to the prejudice of any rights to which a worker may be entitled under any other law or under the terms of any award, agreement, or contract of service. Where any award, agreement or contract of service provides for longer leave with wages than provided under the Act, the worker shall be entitled to such longer leave.

Sickness and Maternity Benefits.—Subject to any rules that may be framed by the State Governments in this respect, every worker is entitled to receive from his employer (*a*) sickness allowance in the case of sickness certified by a qualified medical practitioner, and (*b*) if a woman, maternity allowance in the case of confinement or expected confinement. The rate and period of benefits, qualifying conditions, etc., are to be prescribed by rules framed by the State Governments.

The administration of the Act will be the responsibility of the Chief Inspectors of Plantations to be appointed by the State Governments. They are to be assisted by the Inspectors of Plantations. Power has, however, been conferred upon the Central Government to give directions to the State Governments in regard to the implementation of the Act. The Act authorises the State Governments to exempt, subject to such conditions as they may think proper to impose, any employer or class of employers from all or any of the provisions. In such cases, however, previous approval of the Central Government has to be obtained by the State Government concerned. Adequate penalty provisions have been made in the Act to secure proper enforcement of the law.

4. Transport

(a) The Indian Railways Act, 1890. *

Chapter VI (a) of the Indian Railways Act, 1890, as amended in 1930 deals with hours of work and periods of rest of railway employees except those covered by the Factories Act and the Mines Act and those specifically excluded by the Central Government. Workers covered by this Chapter of the Act are classified into two categories, namely, continuous workers and essentially intermittent workers. According to the Act, the hours of work of essentially intermittent workers are 84 a week and those of continuous workers 60 a week on an average during a month; generally railway servants have to be given a rest of not less than 24 consecutive hours each week commencing on Sunday. This provision, however, does not apply to essentially intermittent workers or to those for whom shorter periods of rest are prescribed. Provision exists in the Act for making temporary exemptions from the maximum hours of work and the grant of rest periods in cases of emergency and exceptional pressure of work, but overtime must be paid at one and a quarter times the ordinary rate of pay. The Act empowers Government to make rules regarding certain matters dealt with by the Act. The rules thus framed are known as the Railway Servants Hours of Employment Rules, but the Act and the rules, etc., are generally referred to as Hours of Employment Regulations.

Administration and Enforcement.—The administration of the Hours of Employment Regulations has since 1946 been the responsibility of the Chief Labour Commissioner (Central) and the officers under him. These officers have been declared as Supervisors of Railway Labour under the Act and are assisted by Labour Inspectors (Central).

The question of classification is of considerable importance to railway employees as their rights to certain privileges conferred by the Act depend upon correct classification. Differences of opinion, therefore, frequently arise between the workers and Railway Administrations. The Supervisors of Railway Labour have, therefore, to pay considerable attention to classification. During the year 1948-49 they detected, 1,143 irregularities relating to classification and referred them to Railway Administrations for rectification. Most of the other irregularities detected by the Supervisors of Railway Labour related to the non-existence of rosters and records of overtime work. All irregularities were referred to Railway Administrations for rectification.

In 1946, the All-India Railwaymen's Federation approached the Government of India to appoint an Adjudicator in respect of certain demands of railway workers and Justice G. S. Rajadhyaksha was accordingly appointed as an Adjudicator by Government in April of that year. The matters in dispute related to hours of work, periodic rest, leave reserves and leave rules and holiday concessions for daily rated and inferior staff.

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*As a result of the enactment of the Part B States (Laws) Act, 1951 the Act now applies to the whole of India.

The Adjudicator submitted his award to Government in May, 1947. In his award he recommended the extension of the scope of the Hours of Employment Regulations so as to cover various other categories of workers who were then excluded and suggested that railway servants should be reclassified into the following four categories :—

(*i*) *Intensive.*—Those whose work is of a specially strenuous nature involving continuous concentration or hard manual labour with little or no periods of relaxation, *e.g.*, staff whose employment in a continuous process is such that it does not, in a 24-hour cycle, afford respite from strenuous work whether in the form of inaction or light work to the extent of at least 6 hours.

(*ii*) *Continuous.*—All railway servants governed by the Hours of Employment Regulations other than those whose employment may be classified as 'intensive', 'essentially intermittent' or who may be 'excluded' by an order of the competent authority.

(*iii*) *Essentially intermittent.*—Those whose daily duty hours include periods of inaction aggregating 6 hours or more (including at least one period of not less than one hour or two periods of not less than half an hour each) during which the employee is on duty but is not called upon to display either physical activity or sustained attention.

(*iv*) Excluded —

(*a*) certain specified categories of class IV staff whose employment is considered to be of an exceptionally light character, *e.g.*, saloon attendants and care-takers and gatekeepers of 'C' class level crossings,

(*b*) persons employed in a confidential capacity,

(*c*) supervisory staff, and

(*d*) some members of the health and medical staff.

The tabular statement below shows details regarding his recommendations relating to hours of work and periods of rest for different categories of workers.

Class of workers	Weekly hours of work	Periodic rest
(1) Intensive . .	45* on an average in a month .	30 consecutive hours every week.
(2) Continuous .	54* on an average in a month .	Do.
(3) Essentially intermittent	75* . . .	24 consecutive hour every week including a full night.
(4) Excluded . .	No limit prescribed but it was suggested that Administrations should see that unreasonable conditions are not imposed.	48 consecutive hours in a month or one period of 24 consecutive hours in each fortnight.

*Includes time for taking over and making over charge, namely, 3 hours in the case of (1) and (3) and 2 hours in the case of (2).

For running staff the Adjudicator recommended that their period of duty should not ordinarily exceed 10 hours at a stretch and the rest periods for them should consist of 4 periods of at least 30 consecutive hours each or 5 periods of not less than 22 consecutive hours each in a month.

The Adjudicator also made certain recommendations regarding leave reserves, leave with pay and holidays. The Government of India have accepted the award in respect of hours of work, periods of rest and leave reserves and by an order, dated 15th June, 1948 have declared it binding for a period of three years on the Railway Administrations which were parties to the dispute. Pending final decision on certain matters of detail Government have deferred the final acceptance of the recommendations of the Adjudicator relating to leave rules and holiday concessions.

The adjudicator had fixed the following three stages for implementing the Award :—

1. Class IV Staff.—In six months to a year.
2. Class III Staff other than Loco Running Staff.—In twelve to eighteen months.
3. Loco Running Staff.—In two to two and a half years.

In July, 1948 the Ministry of Railways (Railway Board) issued instructions to Railway Administrations regarding the implementation of the award. It directed that the first phase of the implementation of the award should start from 1st November, 1948. Subsequently in February 1950 Government revised the stages for the implementation of the award and directed Railway Administrations to implement the award so far as class IV staff is concerned in two stages by 30th November 1950. For class III staff and Loco Running staff, Government asked Railway Administrations to implement the award in three stages by 31st March 1951. The available information shows that practically the entire additional class III and IV staff required for the implementation of the award has been appointed and duty rosters effecting reduction in hours of work and liberalising periods of rest have been introduced. Pending final decision by Government regarding the recommendation of the Adjudicator relating to leave reserves, Railway Administrations have provisionally appointed additional staff to the extent of ten per cent. to form leave reserves.

The Railway Servants (Hours of Employment) Rules, 1931 have been replaced by the Railway Servants (Hours of Employment) Rules, 1951*. The new rules incorporate the recommendations of the Adjudicator. The question of amending Chapter VIA of the Indian Railways Act to give statutory force to those recommendations which have been accepted is at present under consideration of Government.

Government have decided to extend the benefit of the Hours of Employment Regulations as modified by the award to the employees of

*Published under Notification No. 450 dated 26th March 1951 in the *Gazette of India* dated 31st March 1951.

the ex-Indian State Railways which have now been taken over by the Central Government. Preliminary work involved in extending the benefit is in progress. The N.S. Railway, which has completed this work, has been authorised to proceed with the extension of the benefit.

(b) THE INDIAN MERCHANT SHIPPING ACT, 1923

The conditions of employment of Indian seamen are regulated by the provisions of Part II of the Indian Merchant Shipping Act which was passed in 1923. Since its enactment the Act has been amended on several occasions. Among the important amending Acts are the Acts passed in 1949 and in 1951. The amending Act of 1949 was passed to regulate the supply of maritime labour by providing for the setting up of Seamen's Employment Offices. While the amending Act of 1951 was passed to provide for the medical examination of seamen and to prescribe their qualifications. The main provisions of the Act as they stand now are given below.

Recruitment.—Under the Act a seaman can be engaged on an Indian, British or foreign ship only by the master of a ship in the presence of a shipping master in the prescribed manner. By virtue of an amending Act passed in December 1949 the Central Government are empowered to establish at such ports as they think fit Seamen's Employment Offices for the purpose of engaging or supplying seamen for merchant ships. The Government are also empowered to direct that at any port at which no separate Seamen's Employment Office has been established the functions of the Seamen's Employment Office shall be discharged by such person or body of persons as may be specified. Such person or body of persons are to be deemed to be the Seamen's Employment Office for purposes of the Act. At any port where such an office has been established no person can receive or accept to be entered on board any ship any seaman* unless such a seaman has been engaged through or supplied by such Office. Persons contravening this provision of the Act are liable to a fine which may extend up to Rs. 100. The provisions of the amending Act of 1949, have not been put into force so far. The implementation of this Act is still under consideration of Government.

Till recently the Act provided for the medical examination of only young persons below the age of 18 before they were engaged or carried to sea to work in any capacity in any ship. In order to ensure the recruitment of proper persons who are both physically and otherwise fit for the performance of their duties, Government felt it necessary to provide for the medical examination of all persons who may wish to join the seafaring profession and to prescribe their qualifications. A scheme of medical examination, generally based on the scheme outlined in the I. L.O. Convention on the subject, was framed by Government and introduced in Bombay and Calcutta early in 1950. To provide statutory authority for

*For purposes of the amending Act of 1949 every person employed or engaged in any capacity on board any ship is deemed to be a seaman. However, ship's officers, masters, pilots or apprentices duly indentured and registered are not deemed to be seamen unless so declared by the Central Government.

the scheme and to authorise Government to prescribe qualifications for seamen an amending Bill was introduced in Parliament on 22nd May, 1951. The Bill was passed into an Act on 16th July, 1951. Under the Act it is an offence to engage or carry to sea any seaman unless he possesses the prescribed qualifications and a certificate of physical fitness in a prescribed form.*

The master of every Indian and British ship, except home-trade ships of a burden not exceeding 300 tons, is required to enter into an agreement with every seaman at the time of engagement. The agreement which is to be in a prescribed form provides details regarding the voyage, the conditions of work and wages, etc. In case the services of any Indian seaman are to be terminated at any foreign port, there is a stipulation to provide him either suitable employment on board a ship bound for the port where he was recruited or to such other port in India as may be agreed upon or to provide a passage to him to some other port in India free of charge or on such other terms as may be agreed upon. It is also obligatory on the part of a master of a foreign ship to enter into a similar agreement with a seaman if he is recruited at any port in India for a foreign voyage.

Under the Act every seaman engaged by an Indian or British foreign going ship must be discharged before the shipping master. The master of every ship, except home-trade ships under three hundred tons, is required to give a certificate of discharge to a seaman discharged from his ship. Such certificates are to be in a prescribed form and must specify the periods of services of the seaman and the place of his discharge. A seaman is also entitled to receive from the master of every ship, except a home-trade ship of less than 300 tons, a certificate regarding the quality of his work and whether he has fulfilled his obligations under the agreement.

Employment of Young Persons.—Employment of children†, with certain exceptions, is prohibited. Similarly the employment of young persons below the age of 18 as trimmers or stokers except under certain specified conditions is also prohibited in any ship registered in India.

Payment of Wages.—A seaman's right to wages begins from the time he commences his work or at the time he is required to present himself on board a ship under his agreement whichever happens first. The master or owner of every ship is required to pay to every seaman his wages within three days after the cargo has been delivered or within five days after the seaman's discharge whichever is earlier. In the case of delayed payment the seaman is entitled to compensation at the rate of two days' pay for every day of delay but the total amount is not to exceed 10 days'

*In exercise of the powers conferred by the amending Act of 1951 certain rules called the Indian Merchant Shipping (Medical Examination) Rules were framed and published by the Government of India in the *Gazette of India Extraordinary* dated 17th July, 1951. These rules provide for the appointment of Medical Authorities at ports, prescribe the standards of physical fitness, the procedure of medical examination etc,

†That is persons below 14 years of age.

double pay. Every Indian and British ship has also to render in a prescribed form to the seaman an account of his wages and deductions. The Act also regulates deductions from wages and the system of making advances to seamen. Provision has been made in regard to payment of wages in cases in which the agreement of a seaman is prematurely terminated. For instance, if a seaman is discharged otherwise than in accordance with the terms of his agreement before the commencement of his voyage or before one month's wages are earned by him, without any fault on his part or without his consent, he is entitled to receive not only his due wages but also compensation to the extent of one month's wages.

Seamen are protected against the attachment or assignment or sale of their wages made prior to their accrual.

Health and Welfare.—The supply of sufficient water of good quality for the use of the crew on the scale specified in the agreement has been provided for by the law. Every foreign going Indian and British ship and every home-trade ship of more than 300 tons of burden is required to keep on board a sufficient supply of medicines and appliances for dealing with sickness, accidents, etc., on the voyage. Masters, seamen or apprentices belonging to any ship registered in India are also entitled to free medical aid. Every seaman on board a ship must be allotted living accommodation of not less than 12 superficial feet and 72 c.ft.

Other Provisions.—Other provisions of the Act deal with disciplinary matters, disposal of the property of deceased seamen, grant of relief to distressed seamen, etc. A seaman who had been lawfully engaged cannot leave the ship unless his agreement terminates. A deserter is liable to forfeit all or any part of his effects which he leaves on board and the wages which he may have earned. If the desertion takes place outside India he is also liable to imprisonment which may extend to 12 weeks. Penalties have been provided for seamen refusing to work or neglecting to join their ships or absenting without leave without sufficient reasons.

Administration.—The Act is administered by shipping masters who may be assisted by deputy shipping masters. Where no shipping office exists, Government may delegate its duties to some other office such as the customs. It is the duty of the shipping masters to supervise and facilitate the engagement and discharge of seamen in the manner prescribed by the Act and to provide means for securing their presence on board at the proper time, etc.

(c) The Dock Workers (Regulation of Employment) Act, 1948

The Dock Workers (Regulation of Employment) Act was passed in March, 1948 with a view to eliminating the hardship caused to dock workers on account of the casual nature of their employment. The Act empowers the Central Government in the case of major ports and State Governments in the case of other ports to frame a scheme for the registration of dock workers in order to ensure greater regularity of employment and to regulate the employment of dock workers, whether registered

or not, and the terms and conditions of such employment in any port. In particular, the scheme may provide, *inter alia*, for regulating the recruitment and entry into the scheme of dock workers and their registration; for regulating the terms and conditions of employment, *e.g.*, rates of remuneration, hours of work, and holidays with pay; for prohibiting, restricting or otherwise controlling the employment of dock workers to whom the scheme does not apply; for training and welfare of dock workers; for health and safety measures in places where dock workers are employed in so far as satisfactory provision therefor does not exist apart from the scheme; for payment to dock workers covered by the scheme of minimum pay for periods during which employment or full employment may not be available for them.

Provision has been made in the Act for the setting up of an Advisory Committee to advise upon such matters arising out of the administration of the Act or any scheme made thereunder which may be referred to it by Government for advice. The Committee is to consist of not more than 15 members representing Government, labour and employers in equal numbers. The Chairman of the Committee is to be nominated by Government from among the members representing Government. Provision has also been made for the appointment of Inspectors for the purposes of the Act.

Rules for regulating the constitution and procedure, etc., of the Advisory Committee were framed by the Government of India in June 1949 and in February 1950 a Committee called the Dock Workers Advisory Committee was constituted with the Chief Labour Commissioner (Central) as the Chairman. Government have also prescribed the method and manner of lodging complaints with the Inspectors, to be appointed under the Act, regarding the contravention of any provisions of the schemes and also the duties of the Inspectors in relation to such complaints. For the port of Bombay, Government have notified the conciliation Officers (Central), Bombay to be Inspectors under the Act.

A Scheme called the Bombay Dock Workers (Regulation of Employment) Scheme was framed and published by the Central Government on 27th January 1951. The Scheme applies to stevedoring work other than coal work and to certain specified categories of stevedore workers who are employed or registered for employment in connection with the handling of cargoes or in connection with the preparation of ships or other vessels for the receipt or discharge of cargoes or for leaving port. It, however, does not apply to dock workers in the Indian Naval Dockyard, Bombay.

For purposes of the administration of the Scheme provision has been made for the constitution of a tripartite Bombay Dock Labour Board. The Central Government are empowered to notify the Bombay Stevedores' Association or any other authority as the Administrative Body to carry on the day to day administration of the Scheme. Provision has also been made for the appointment of Special Officers, etc., for purposes of the Scheme. To hear and dispose of appeals from the orders of the

Board, Administrative Body, Special Officers, etc., the Scheme provides for the appointment of Appeal Tribunals. The cost of the Scheme is to be met from payments made by the registered employers to the Board in the manner prescribed in the Scheme.

The Scheme provides for the maintenance of a Monthly Register and a Reserve Pool Register for dock workers. In the Monthly Register names of workers engaged by stevedores on contract on monthly basis are to be entered. The other register is to include a pool of junior stevedore workers to fill casual vacancies in gangs. The workers are to be classified in certain specified categories in the registers. The number of workers in each category is to be determined by the Board in consultation with the Port Authority. Every dock worker who, immediately before the coming into force of the Scheme, was in the employment of any employer covered by the Scheme is eligible for registration. New workers are to be selected for registration by a Registration Committee out of the list submitted by the Employment Exchange. The qualifications for such selection are age not exceeding forty years, physical fitness, capacity and/or experience. Under the Scheme a register is also to be maintained for employers. Every stevedore who is licensed by the Bombay Port Trust at the time of coming into force of the Scheme and who has worked as a stevedore in the Bombay Port at any time during the preceding two years is entitled to be registered if he applies for registration before a fixed date. Other stevedores can be registered if they are licensed by the Port Authorities and if the Board considers it expedient and necessary to register them. A registered dock worker cannot work for any registered employer unless he is allocated to that employer. Similarly, no registered employer can ordinarily employ any worker other than a worker allocated to him under the Scheme. In matters of employment, first preference is to be given to workers on the Monthly Register. No worker can ordinarily be employed in two consecutive shifts in a day and a worker on the Monthly Register cannot be employed on a second shift so long as a worker in a similar category is available on the Reserve Pool Register. Workers of each category on the Reserve Pool Register are to be allotted work by rotation.

By clause 23 of the Scheme workers in the Reserve Pool are guaranteed wages and dearness allowance for at least twelve days in a month. They are entitled to attendance wage at the rate of one rupee per day for the days on which they are available for work but no work is found for them. Provision has also been made for the payment of disappointment money to them for all those days on which they present themselves for work and on which for any reason beyond the control of the employer, the work for which they attended cannot proceed and no alternative work can be found for them. The disappointment money is to be paid at the rate of half the wage rate and dearness allowance if the worker is relieved within two hours of his attending for work, otherwise at the full rate. The attendance allowance is not payable to workers for the days on which they received payment under clause 23 of the Scheme or the days for which they received disappointment money.

The rates of wages, allowances and overtime, hours of work, rest intervals, holidays with pay and other conditions of work of registered dock workers are to be prescribed by the Board. The wage periods, time for payment of wages and deductions from wages are to be regulated by the provisions of the Payment of Wages Act, 1936. The scheme prescribes the functions of various authorities, obligations of registered employers and workers, conditions under which the workers will lose their privileges, procedure for taking disciplinary action against workers and employers, etc.

In April 1951, Government of India constituted the Bombay Dock Labour Board consisting of 12 members—four each representing the Central Government, the dock workers and the employers of dock workers and shipping companies. The Chairman of the Bombay Port Trust has been nominated as the Chairman of the Board. Government have notified the Bombay Stevedores' Association to be the Administrative Body for purposes of the Scheme. The question of appointing the Appeal Tribunal is at present under consideration.

Draft schemes for Madras and Calcutta ports have also been framed and published for comments.*

5. Legislation relating to workers in shops and commercial establishments.

The first law in India for affording protection to shop and commercial employees was passed by the Government of Bombay in 1939. The lead given by that Government was followed by the Governments of Bengal and the Punjab who passed similar Acts in 1940. The Punjab Act was applied to Delhi State in 1942. After the end of the second World War other State Governments examined the question of regulating the conditions of employment of shop and commercial employees and passed similar laws. The Governments of U.P., Madras and Madhya Pradesh passed Acts on the subject in 1947 and Mysore and Assam in 1948. The Government of Saurashtra adapted the Bombay Shops and Establishments Act of 1939 and enforced it in the State with effect from 7th June, 1949. In Travancore-Cochin an Act on the lines of the Madras Shops and Establishments Act, 1947 was passed in 1949. The Government of the Patiala and the East Punjab States Union have applied the Patiala Trade Employees Act, 1947† to the State. Largely on the basis of the recommendation of a Committee appointed in 1946 the Government of Bombay revised the existing law and passed a new Act early in 1949. The new Act was amended in May 1949 to make certain minor changes. In the same year the Madhya Pradesh and U.P. Acts were amended. The

* The Schemes have since been made final. The Calcutta Dock Workers (Regulation of Employment) Scheme, 1951 has been published in the *Gazette of India* dated 13th October, 1951. The Madras Dock Workers (Regulation of Employment) Scheme, 1952 has been published in the *Gazette of India* dated 8th March, 1952.

† Provisions of this Act are almost similar to those of the Punjab Act.

Madhya Pradesh Act was amended again in October 1950 to make provision for compulsory weekly closure of shops and commercial establishments and for making certain other minor changes. During the year 1951 an Act known as the Hyderabad Shops and Establishments Act, 1951 was passed by the Government of Hyderabad*. By a notification issued in January 1951 the Central Government extended the Punjab Act, with necessary modifications, to Himachal Pradesh. Some of the State Governments *viz.*, Madhya Bharat, Bihar and Orissa are at present contemplating legislation on the subject†.

Besides State Acts there is also a Central Act known as the Weekly Holidays Act which was passed in 1942. This Act is permissive in character and applies to only those States which notify its application to their States.

The main provisions of some of the principal State Acts as they are in force now are given below :

Scope.—Subject to certain specific exceptions, the Acts apply in the first instance to shops, commercial establishments, restaurants and places of amusement in certain selected urban centres. The Governments, however, are empowered to extend the application of the Acts to such other areas or to such other concerns in such areas as they may consider necessary. Certain types of employees, such as those employed in a confidential capacity or whose work is of an intermittent character, are excluded from the scope of the Acts.

Hours of Work.—Table LI shows the main provisions of the Acts relating to hours of work, rest intervals, etc.

Holidays and Leave.—Provision has been made in all the Acts for granting a weekly holiday and leave to employees. In U. P. and the Punjab, the Acts provide that all establishments must be closed on one day in a week. The Madras, Assam and Hyderabad Acts require only shops to close on one day in a week. The West Bengal Act lays down that every shop should be closed on one and a half days in a week. In the Bombay and Madhya Pradesh Acts, provision has been made for weekly closure of shops and commercial establishments but no such provision has been made for hotels, theatres, etc. Most of the Acts provide that

*The Act received the assent of H.E.H. the Nizam on 24th February 1951. The text of the Act was published in the State Gazette dated 28th February 1951.

†The Madhya Bharat Shops and Commercial Establishments Act, 1952 has since been passed. The Bihar and Orissa Bills were published in the Gazettes of the respective States dated 21st March 1951 and 6th April, 1951.

TABLE LI

PROVISIONS OF THE ACTS REGARDING HOURS OF WORK, REST INTERVALS, ETC.

Establishment	Assam	West Bengal	Bombay	Madhya-Pradesh	Madras	Punjab	U. P.	Hyderabad
1	2	3	4	5	6	7	8	9
Shops—								
Daily hours ..	9	10	9	9	8	10	8	8
Weekly hours ..	50	56	48	..	48	54	..	48
Rest intervals ..	1 hour after 4 hours' work.	½ an hour after 5 hours'work	1 hour after 5 hours' work.	1 hour after 5 hours' work.	1 hour after 4 hours' work.	½ an hour after 6 hours, work.	½ an hour after 5 hours' work.	1 hour after 5 hours' work.
Spreadover (in hours)	12	12*	11*	13	12	..	..	12
Opening hour ..	..	..	5 a.m. for shops dealing in perishable commodities. For others 7 a.m.	7 a.m.	To be fixed by an order of Government.	Summer: 6 a.m. Winter: 7-30 a.m.	Summer: 7 a.m. Winter: 8 a.m.	To be fixed by an order of Government.
Closing hour ..	7 p.m.	8 p.m.	8-30 p.m. For *pan bidi* shops, etc., 11 p.m.	9 p.m.	Do.	Summer: 10 p.m. Winter: 9-30 p.m.	Summer: 10 p.m. Winter: 9 p.m.	Do.
Overtime ..	..	120 hours in a year.	3 hours in a week†	124 hours in a year.	2 hours in a day and 6 hours in a week.	150 hours in a year.	120 hours in a year for adults.	Hours of work not to exceed 10 per day and 54 per week.

Commercial Establishments—								
Daily hours ..	..	..	9	10 with a maximum of 208 in a month.	8	10	8	8
Weekly hours ..	..	..	48	..	48	54	..	48
Rest intervals ..	..	..	1 hour after 5 hours' work	1 hour after 4 hours' work	1 hour after 4 hours' work.	½ an hour after 6 hours' work.	½ an hour after 5 hours' work.	1 hour after 5 hours' work
Spreadover (in hours).	..	..	11*	12	12	..	..	12
Opening hour ..	..	..	8-30 a.m.	To be fixed by an order of Government.	To be fixed by an order of Government.	Summer: 6 a.m. Winter: 7-30 a.m.	As for shops	To be fixed by an order of Government.
Closing hour ..	..	..	8-30 p.m.	Do.	Do.	Summer: 10 p.m. Winter: 9-30 p.m.	As for shops	Do.
Overtime ..	..	..	3 hours in a week†	120 hours in a year.	2 hours in a day and 6 hours in a week.	150 hours in a year.	120 hours in a year for adults	Hours of work not to exceed 10 per day and 54 per week.
Restaurants, places of amusements etc.—								
Daily hours ..	10	10	9	8	8	10	8	8
Weekly hours ..	..	..	..	..	48	54	..	48
Rest intervals ..	½ an hour after 6 hours' work.	½ an hour after 6 hours' work.	1 hour after 5 hours' work.	1 hour after 6 hours' work.	½ an hour after 4 hours' work.	1 hour after 6 hours' work.	½ an hour after 5 hours' work.	1 hour after 5 hours' work.

*Longer spreadover permitted in certain specified circumstances.

†Additional overtime work is permitted on not e han 6 days in a year for stock takings, etc., provided the total period of overtime work does not exceed 24 hours.

TABLE LI—*contd.*

Establishment	Assam	West Bengal	Bombay	Madhya-Pradesh	Madras	Punjab	U. P.	Hyderabad
Restaurants, places of amusements, etc.—*contd.*								
Spreadover (in hours)	14	14	14*	12	12	..	..	12
Opening hour ..	..	..	5 a.m.†	..	To be fixed by an order of Government.	Summer : 6 a.m. Winter : 7-30 a.m.	As for shops	To be fixed by an order of Government.
Closing hour ..	..	..	11 p.m.‡	..	Do.	Summer : 10 p.m. Winter : 9-30 p.m.	As for shops	Do.
Overtime ..	..	120 hours in a year.	3 hours in a day. Such days not to exceed 10 in a year.†	..	2 hours in a day and 6 hours in a week.	150 hours in a year.	120 hours in a year for adults. †	Hours of work not to exceed 10 per day and 54 per week.

*For theatres and other places of amusement 11 hours.

†Only for residential hotels, restaurants and eating houses. For theatres and places of amusement the closing hour is 12 mid-night.

employees shall be given weekly holidays. In addition to weekly holidays, all the Acts make provision for the grant of privilege leave, etc., to employees. A summary of the provisions of the Acts on this subject is given in the following Table.

TABLE LII

PROVISIONS RELATING TO LEAVE AND HOLIDAYS IN DIFFERENT STATE ACTS

State	Weekly holidays*	Privilege leave†	Casual leave	Sick leave	Other kinds of leave
1. Assam ..	1 day in the case of shop employees and 1½ days in the case of others.	16 days (cannot be accumulated).	10 days on full pay.	Maximum of one month on half pay after 12 months' continuous employment.	3 holidays for religious purposes‡
2. Bombay ..	1 day	14 days (can be accumulated up to 28 days)§	..	..	..
3. Madhya Pradesh.	1 day	14 days (Maximum of 14 days can be carried forward).	..	..	..
4. Madras ..	1 day	12 days (can be accumulated up to 24 days).	12 days on full pay.	12 days on full pay.	..
5. Punjab ..	1 day	14 days (after 1 year's continuous service and 7 days after 6 months' continuous service).	..	..	..
6. U. P. ..	1 day	15 days (watchmen and caretakers — 30 days) after 1 year's continuous service.	10 days on full pay.	15 days on full pay after 6 months' continuous service.	3 gazetted holidays with pay.
7. West Bengal	1½ days	14 days (can be accumulated up to 28 days).	10 days on half pay.	**	..
8. Hyderabad	1 day	12 days (can be accumulated up to 24 days).	12 days on full pay.	12 days on full pay	All gazetted holidays with pay.

*With pay.

†With full pay after 12 months' continuous service.

‡Although the Act does not state clearly whether these holidays should be with or without pay, it is learnt that it is becoming more or less a convention with employers to grant these holidays with pay.

§After working for not less than 270 days during a year.

**The Government of West Bengal have recently introduced a Bill in the State Legislature to make provision for sick leave. The Bill, called the Bengal Shops and Establishments (West Bengal Amendment) Bill, 1950, was published in the *Calcutta Gazette Extraordinary*, dated 15th September, 1950.

‖On production of medical certificate.

Employment of Children and Young Persons.—West Bengal is the only State which has placed no restriction on the employment of children*. In all other States special provision has been made for regulating the employment of children and young persons. The main provisions of the Acts in this regard will be found in the statement below :

State	Minimum age of employment	Employment of young persons permitted only during	Hours of work of young persons	Rest intervals for young persons
1. Assam ..	12	..	..	..
2. Bombay ..	12	6 a.m. to 7 p.m.	6 per day	Half an hour after 3 hours' continuous work.
3. Madhya Pradesh	12	7 a.m. to 9. p.m.	7 per day and 36 per week.	One hour after 4 hours' work.
4. Madras ..	14	6 a.m. to 7 p.m.	7 per day and 42 per week. Overtime work prohibited.	..
5. Punjab ..	..	8 a.m. to 7 p.m.	7 per day and 42 per week.	Half an hour after 3½ hours' continuous work.
6. U. P. ..	14 (except as apprentices).	..	8 per day	..
7. Hyderabad ..	12	6 a.m. to 7 p.m.	7 per day and 42 per week.	..

Payment of Wages.—All the Acts contain provisions for regulating the payment of wages to employees. The Bombay Act empowers Government to apply the provisions of the Payment of Wages Act to all or any class of establishments or to all or any class of employees covered by the Act. The U. P., Madras and Hyderabad Acts lay down that the wage period should not exceed one month while the Punjab Act provides that it should not be more than a fortnight. The Assam Act fixes the wage period as one month. After they become due, wages must be paid within ten days in West Bengal and Assam, 7 days in U. P. and 5 days in Madras and Hyderabad. The Punjab Act provides that wages must be paid on demand at the expiry of each wage period. For overtime work, the West Bengal Act provides that the payment should be made at one and a quarter times the wages, while the Punjab, U.P. and Madras Acts provide that employees should be paid at twice their ordinary rates of wages. The Madhya Pradesh and Hyderabad Acts lay down that overtime should be paid at one and a half times the ordinary rate of wages. In Bombay, persons employed in shops, commercial establishments and places of amusement are entitled to get payment at the rate of one and a half times

*The Government of West Bengal have recently introduced an amending Bill in the State Legislature for regulating the employment of young persons below the age of seventeen in shops and establishments.

their ordinary rate of wages. Those employed in residential hotels, restaurants or eating houses are entitled to twice their ordinary rate of wages for overtime work. The U. P. and Madras Acts make provisions for regulating fines and deductions also.

Other Provisions.—With the exception of a few Acts all other Acts provide that no employee shall be dismissed, except under certain circumstances, unless he is given one month's previous notice or wages in lieu thereof. Such provision has been made in the U. P., Punjab, Madras and Madhya Pradesh Acts. The Bombay Act lays down that, except in the case of misconduct, no employer shall dismiss an employee who has been in his continuous employment for at least three months unless he is given 14 days' notice or wages in lieu of notice. The Hyderabad Act lays down that no employee who has been continuously employed for at least six months shall be dismissed, except for misconduct, unless he is paid gratuity at the rate of 15 days' average wages for each year of continuous service subject to a maximum of 15 months' average wages. The U. P. and Hyderabad Acts place certain restrictions on the employees' right to quit service. In U. P. every employee and in Hyderabad those employees who are qualified for gratuity cannot leave service unless they give to their employers one month's notice. If they fail to do so the employer is entitled to withhold any unpaid wages for a period not exceeding 15 days. The U. P. Act provides that the provisions of the Workmen's Compensation Act, *mutatis mutandis*, shall apply to every employee of a shop or commercial establishment. Madras and Bombay are the only States which have made provisions relating to cleanliness, ventilation, lighting and precautions against fire in establishments covered by the Acts.

Administration.—In West Bengal, the Punjab and U. P., the Acts are administered by the Chief Inspectors of Shops and Establishments. In Delhi, the Director of Industries and Labour is responsible for the administration of the Act. The administration of the Act in Assam is the responsibility of the Labour Department of the State. The Assam Government have appointed 16 Inspectors under the Act. In Madras the Deputy Chief Inspector of Factories, the Deputy Commissioner of Labour, the Assistant Commissioner of Labour, Inspectors and Inspectresses of Factories, Labour Officers District Health Officers, Health Officers and Assistant Health Officers of the Corporation of Madras are responsible for the enforcement of the Act. The Government of Madras have also appointed 199 Assistant Inspectors of Labour in order to secure proper enforcement of the Act. In Bombay, the administration of the Act is the responsibility of the local authorities. In those areas which are not subject to the jurisdiction of any local authority, the Act is enforced by the State Government. In Madhya Pradesh the Act is enforced by the Inspectors of Factories. The Government of Hyderabad have appointed their Labour Commissioner as the Chief Inspector under the Act. They have also appointed 7 Inspectors for purposes of the Act. The Deputy Labour Commissioner and certain Labour Officers have also been declared to be Inspectors under the Act.

The Weekly Holidays Act, 1942.—As stated earlier, this Act is permissive in character and applies to only those States which notify its application. It provides for a weekly closure of shops and for the grant of a weekly holiday to employees. The State Governments are empowered to fix an additional half day on which persons employed in restaurants or theatres may be granted holidays or on which shops may be closed. Such holidays are to be treated as paid holidays.

The Act has been enforced in Bihar, Ajmer, Coorg and Orissa. It is understood that the Government of Rajasthan are contemplating its enforcement in the State. In Bihar it is administered by the Labour Commissioner. In Ajmer a weekly Holidays Inspector has been appointed for the purpose. The Government of Coorg have declared all Sanitary Inspectors of the Public Health Department, *Parpattigars* of the Revenue Department and Assistant Inspectors of Factories to be Inspectors for purposes of the Act within their own jurisdiction. In Orissa, the Government have declared Sub-Divisional Magistrates of Cuttack, Puri and Berhampur to be Inspectors under the Act.

With the exception of the Madhya Pradesh and the Bombay Acts none of the Acts provides for the registration of establishments. The result is that information regarding the number of establishments which are covered or the number of persons who are protected by these Acts is somewhat scanty. However, some of the States have conducted a census of shops and commercial establishments, etc., and the available information on the subject is presented in the following table.

TABLE LIII

NUMBER OF ESTABLISHMENTS COVERED BY THE ACTS IN VARIOUS STATES AND THE NUMBER OF PERSONS EMPLOYED IN SUCH ESTABLISHMENTS*

State	Number of		Number of		Number of		Total Number of	
	Shops	Persons employed	Commercial establishments	Persons employed	Restaurants theatres, etc.	Persons employed	Establishments	Persons employed
1. Assam ..	3,076	4,982	385	1,263	168	879	3,629	7,124
2. Bombay† ..	73,520	133,726	9,474	45,698	7,642	39,027	90,636	218,451
3. Madhya Pradesh	5,045	15,650	745	13,900	834	6,860	6,624	36,410
4. Madras ..	199,772	181,547	6,859	39,750	20,151	54,819	226,782	276,116
5. Punjab ..	49,636	11,693	10,671	15,430	1,110	2,519	61,417	29,642
6. Ajmer‡ ..	10,330	4,299	310	1,090	576	508	11,216	5,897
7. Delhi† ..	25,581§	20,106§	1,977	11,799	518	3,840	28,076	35,745
8. Mysore ..	12,366	20,238	408	3,603	1,080	8,542	13,854	32,383
Total ..	379,326	392,241	30,829	132,533	32,079	116,994	442,234	641,768

*Information relates to 1950.
†Figures relate to the year 1948.
‡ Figures relate to 1949.
§About 5,000 stalls owned by the displaced persons and about 8,000 shops are run without the help of any employee. 20,106 persons are employed in the remaining 12,581 shops only.

Enforcements.—Inadequacy of the inspecting staff continues to impede effective enforcement of the Acts in most of the States. From the reports furnished by the State Governments on the working of the Act during 1950 it would appear that most of the violations of the Acts related to payment of wages and dismissals. In West Bengal infringements of almost all the sections of the Act were detected. Most of the infringements, however, related to those provisions violation of which provided monetary gain to employers *e.g.*, provision relating to compulsory weekly closure of establishments or closure of establishments at certain fixed hours. The administering authorities generally adopted persuasive methods to rectify defects and launched prosecutions in only extreme cases. Some of the State Governments have reported that fines levied by the courts have been too low to act as a deterrent.

6. Legislation relating to Industrial Housing

Except for the Land Acquisition (Amendment) Act which was passed by the Central Government in 1933 to enable employers to secure land for the housing of their employees, very few legislative measures were adopted till recently by the Central or State Governments to improve the housing conditions of workers. The rapid growth of population in the urban and industrial areas during and after the Second World War and the increasing realisation of the need for better housing for industrial workers led the Central and State Governments to pass certain Acts on the subject. In 1946, the Central Government passed an Act called the Mica Mines Labour Welfare Fund Act to provide for the setting up of a fund to finance measures for promoting welfare of workers employed in mica mines. For constituting a similar fund for the benefit of workers employed in coal mines, an Act known as the Coal Mines Labour Welfare Fund Act was also passed by the Central Government in 1947. Housing is one of the welfare measures to be financed by the funds. Details regarding the provisions of the two Acts have been given on pages 95 to 97.

In U. P. an Act called the Uttar Pradesh Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1950 was passed in May, 1951. It provides for the constitution of a fund, similar to that constituted under the Coal Mines Labour Welfare Fund Act, for financing housing and other welfare schemes for the benefit of labour employed in the sugar and power alcohol industries and for the development of these industries. The main provisions of the Act are given on pages 97 to 99 Among the other States which have passed legislation on the subject are Bombay, Mysore and Madhya Pradesh. A brief summary of the provisions of these Acts is given below. The Government of Hyderabad have drafted a Hyderabad Labour Housing Bill. It is at present under consideration of the State Labour Advisory Committee.

(*a*) The Bombay Housing Board Act, 1948

To remove the shortage of housing accommodation in urban and industrial areas in the State the Government of Bombay appointed a non-statutory body known as the Provincial Housing Board in 1947. Since

the non-statutory body failed to produce the desired results, the Government decided to replace it by a statutory body possessing the necessary powers to accelerate the housing activity. A Bill for the purpose was therefore introduced by the Government in the State Legislature in October 1948. The Bill was passed as the Bombay Housing Board Act on 22nd December, 1948. Certain minor changes were introduced in the Act by the amending Acts passed in 1949 and 1951*.

The Act provides for the setting up of a Housing Board consisting of a Chairman and four members nominated by the State Government. The term of Office of members has been fixed at 3 years. The Board is to take over the programme of housing from the Provincial Housing Board. The Act authorises the Board, subject to the control of the State Government, to incur expenditure and undertake works for framing and executing housing schemes. No housing scheme, however, is to be prepared by the Board for any area for which an improvement scheme has been sanctioned by the State Government or which is inconsistent with a town planning scheme. The Act requires the Board to publish its programme, etc., for eliciting public opinion. The Board is authorised to take over the necessary streets, open spaces, etc., and to act as a local authority till the scheme is executed. The State Government is empowered to resolve any differences that might arise between the Board and other local authorities and also to revest streets and open spaces, when completed, back in local authorities. Acquisition of land for the purpose of the Board's programme is for a public purpose within the meaning of the Land Acquisition Act and the Board has been declared to be a local authority for purposes of that Act. The Board has the power to promote land and building development and to levy betterment charges.

The Act provides that all the debts incurred by, and all the assets entrusted to, the Bombay Provincial Housing Board constituted in January, 1947, would pass to the statutory Housing Board, which has further been authorised to accept grants, subventions, donations and gifts from the Central and State Governments or a local authority or any individual or body. Such moneys supplemented by other moneys derived from miscellaneous sources like sale proceeds of land or property, rent, betterment charges, interest, etc., form the fund of the Board. Subject to the previous sanction of the State Government the Board has been empowered to raise loans and issue debentures. Provision has been made in the Act for investment of funds, audit and accounts and a triennial valuation of the assets and liabilities of the Board.

The Act provides for the setting up of special tribunals consisting of a Judge and two assessors for settling disputes in respect of betterment charges, reconstitution of plots, compensation, etc.

In exercise of the powers conferred by the Act, the Government of Bombay constituted a Board in January, 1949. It consists of four non-

*In 1951 the Act was amended by the Bombay Primary Education and Housing Board (Amendment Act, 1951 to make provision for the institution of provident fund for the officers and staff of the Bombay Housing Board.

official members and a Chairman. A Housing Commissioner has also been appointed. To advise the Board, Government have appointed a Housing Advisory Committee consisting of 44 members representing various interests all over the State such as industries, merchants, millowners' associations, etc. Details regarding the activities of the Board will be found in the Chapter on Industrial Housing.*

(b) THE MYSORE LABOUR HOUSING ACT, 1949

The Act was passed in February, 1949 by the Government of Mysore to make provision for proper housing accommodation for workers. To meet the expenses of housing schemes it provides for the constitution of a fund called the Mysore Labour Housing Fund. The Fund is to be raised mainly from the levy of a capitation tax on employers, rents from employee-tenants and grants, donations or gifts from the State Government, local authorities or individuals. The Act provides for the levy and collection of contributions from certain specified categories of employers† at a rate not exceeding four per cent. of the monthly wage bill of the concern in respect of every employee whose average monthly income does not exceed Rs. 125 and who is not provided by the employer with housing accommodation of the approved standard.

For purposes of the administration of the Fund, the Act provides for the constitution of a Mysore Labour Housing Corporation. It is to consist of representatives of the State Government, employers and employees. The Act does not fix the number of members nor does it prescribe the manner in which they are to be selected. These matters are left to be regulated by rules framed by the State Government. The Act, however, lays down that at least one member of the Corporation will be a woman. The Corporation can be superseded by the State Government if it persistently fails to discharge its duties.

The function of the Corporation is to prepare and carry out, subject to previous approval of the State Government, schemes for the provision of suitable housing accommodation for employees. It is empowered to acquire lands suitable for workers' houses and for this purpose it is authorised to exercise certain powers under the Mysore Land Acquisition Act, 1894. It is the duty of the Corporation to keep the housing accommodation under its control in a good habitable condition. The Act authorises the State Government, local authorities and certain courts to order the Corporation to effect such repairs as may be deemed to be necessary to bring any house under the control of the Corporation in good habitable condition.

One of the functions of the Corporation is to survey the conditions of houses built by private persons in which workers live. If the Corporation is satisfied that such houses are not in a good habitable condition, it can direct the owners to effect the necessary changes. If the owners fail to carry out the orders, it may itself effect such changes and recover the cost

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* See page 283

† Owner or occupier of every textile mill, iron or steel works, tobacco (including *bidi*-making) manufactory and every factory in which fifty or more persons are employed.

from the owners. The Corporation is also empowered to acquire houses or areas which are overcrowded or unfit for human habitation and to reconstruct them. Among the ancillary functions of the Corporation are provision of recreational and transport facilities for workers, improvement of public health and sanitation, and provision of water supplies and facilities for washing.

The Act empowers the Government to prescribe the conditions subject to which houses may be constructed by employers for their employees and also to prescribe conditions relating to the rights and liabilities of employers and employees in respect of houses provided by employers.

The Government are empowered to make rules on matters relating to the administration of the Corporation. In exercise of this power certain rules known as the Mysore Labour Housing Rules, 1951 were framed by the Mysore Government in October, 1951. The Government are at present considering the question of constituting the Corporation.

(c) THE MADHYA PRADESH HOUSING BOARD ACT, 1950

The Act was passed by the Government of Madhya Pradesh on 10th November, 1950. It provides for the setting up of a Board called the Madhya Pradesh Housing Board. The Board is to consist of a Chairman and the following 9 other members : (a) one representative of the managements of industries owned by or managed under the authority of the Central or any State Government; (b) 2 representatives of privately owned industries ; (c) 2 representatives of employees employed in privately owned industries ; (d) one officer each of the Labour Department and the Public Health Department of the State ; (e) one member of the City of Nagpur Corporation or the Nagpur Improvement Trust ; and (f) one member of the City of Jubbulpore Corporation. The term of office of every member has been fixed at 3 years. The Act prescribes the manner in which the business of the Board will be conducted and the procedure which will be adopted for filling vacancies.

The fund of the Board is to be raised mainly from grants, subventions, donations, gifts or loans from the Central or State Governments, local authorities, private bodies or individuals. The Board is empowered to borrow money for any of the purposes for which it has been set up. In such cases, however, it is to obtain previous sanction of the Government.

The Act authorises the Board to undertake, with the previous approval of the State Government, works in any area for the framing and execution of such housing schemes as it may deem necessary. It is also authorised to do all such things as are likely to expedite and cheapen construction of buildings. A housing scheme may, *inter-alia*, provide for (a) the acquisition by purchase, exchange or otherwise of any property ; (b) the laying or re-laying out of any land comprised in any scheme ; (c) the distribution or re-distribution of sites belonging to owners of property comprised in any scheme ; (d) the closure or demolition of dwelling

or portions of dwellings unfit for human habitation ; (*e*) the demolition of obstructive buildings or portions of buildings ; (*f*) the construction and reconstruction of buildings ; (*g*) the sale, letting or exchange of any property comprised in any scheme ; (*h*) the construction and alteration of streets and back lanes ; (*i*) provision of drainage, water supply and lighting of areas included in any scheme ; (*j*) provision or enlargement of parks, playgrounds and open spaces for the benefit of any area comprised in any scheme or any adjoining area ; and (*k*) the provision of facilities for communication and transport.

The Board has been given the necessary powers to enable it to discharge its duties properly and has been declared to be a local authority for purposes of the Land Acquisition Act, 1894. It has been authorised to acquire any land owned by any local body or private individual for purposes of any housing programme. The Act provides that the Board shall pay compensation for any land acquired by it. No compensation, however, is payable to any local body if the Board takes over the land only temporarily. Provision has been made in the Act for the settlement of disputes relating to compensation, etc., between the Board and local bodies or private individuals.

Other provisions of the Act relate to the maintenance of the accounts of the Board, audit of accounts, preparation and submission of annual reports, returns, etc. The Act authorises the Government to frame rules for prescribing (*a*) the duties and functions of the Chairman and other officers of the Board ; (*b*) the forms in which the annual housing programme, budget, returns, etc., will be submitted by the Board to the Government ; (*c*) the conditions subject to which the Board may borrow money ; (*d*) the manner in which the accounts will be maintained by the Board ; etc.

The Madhya Pradesh Housing Board consisting of 9 members was constituted by the Government of Madhya Pradesh on 1st January, 1951. Government appointed the Chief Parliamentary Secretary as the Chairman of the Board. The activities of the Board are given in the Chapter on Industrial Housing.*

7. Safety and Welfare

THE INDIAN DOCK LABOURERS ACT, 1934

The Act was passed in August, 1934 to give effect to the Convention of the International Labour Organisation concerning the protection against accidents of workers employed in loading and unloading of ships. It was, however, not put into force till 10th February, 1948. The Act authorises Government to make regulations for the safety of workers employed in the loading and unloading of ships. In exercise of the powers conferred by the Act, the Government of India framed certain regulations which were published in the *Gazette of India*, dated 17th January, 1948.

*See pages 286-87

These regulations provide for (*a*) the safety of working places and approaches to them, (*b*) the lighting and fencing of workplaces and approaches to workplaces, (*c*) the nature of means of access to and from ships, (*d*) measures to be taken for safe transport of workers to or from a ship by water, (*e*) the safety of workers engaged in removing or replacing hatch coverings and beams, (*f*) ensuring the safe working of hoisting machines or gears, lifting machines, etc., (*g*) the fencing of machinery, live electric conductors and steam pipes, (*h*) safety measures in stacking and unstacking, stowing and unstowing of cargo ; and (*i*) maintenance of first-aid equipment, ambulances, and life saving appliances for the rescue of drowning persons. The regulations apply only to the major ports of Bombay, Calcutta, Madras, Visakhapatnam and Cochin.

For purposes of enforcement, the Act provides for the appointment of Inspectors by the Central Government. It also declares all Principal Officers of the Mercantile Marine Department to be *ex-officio* Inspectors under the Act within their respective jurisdiction. The administration of the Act has been entrusted to the Chief Adviser, Factories and the Government of India have declared him and some of his Officers to be Inspectors under the Act with jurisdiction over all the five ports. For carrying out regular inspection work, three Inspectors (Dock Safety)—one each for the ports of Bombay, Calcutta and Madras—have been appointed. The Inspector stationed at Madras is also responsible for the enforcement of the Act at the ports of Visakhapatnam and Cochin.

From the annual report of the Chief Adviser, Factories on the working of the Act and the Regulations during 1950 it would appear that considerable progress has been made in the implementation of the provisions of the law. In his annual report for the year 1949 the Chief Adviser, Factories had pointed out that the greatest handicap in securing the fullest compliance with the Regulation was the lack of proper facilities to test the lifting gear at the ports. Though the position improved to a certain extent during 1950 the existing facilities continue to be inadequate. The report for the year 1950 states that the observance of provisions relating to lighting of work places, etc., and washing facilities still leave much to be desired. The authorities are experiencing difficulty in enforcing the provision of the Regulations concerning maintenance of first-aid equipment for workers engaged in loading and unloading operations in midstream, or at moorings. Under the Regulations, the responsibility for the provision of first aid is that of the Port Authorities but it is limited to the provision of such facilities at the docks, wharfs, quays and similar places. To remove the difficulty Government are considering the amendment of the Regulations.

The number of accidents reported under the Regulations during 1950 was 1909 as compared to 1551 during 1949*. This increase in the number is largely due to better reporting. Under the Regulations it is the responsibility of the Port Authorities to report every accident occurring

*For causes of accidents see Section on Industrial Accidents pp. 274-75.

during loading and unloading operations. The Port Authorities are able to fulfil their obligation so far as their labour is concerned but they experience considerable difficulty in reporting accidents involving stevedores' gear and labour particularly at moorings. To relieve the Port Authorities of this obligation it is now proposed to place the responsibility for reporting accidents on the actual employer of labour.

In his reports the Chief Adviser, Factories has drawn pointed attention to the restrictive nature of the Act and Regulations in so far as they cover only the safety of the workers and make no provision for health and welfare measures. Even in matters of safety, he points out, a very large percentage of the labour employed in the docks is not covered by the Regulations. Except in one or two ports, the amenities provided for workers such as supply of drinking water, washing facilities and rest shelters are far from adequate. He has, therefore, stressed the need for making some statutory provision requiring such amenities to be provided and also for amending the Act and Regulations so as to bring within their scope all the labour engaged in loading and unloading operations, leaving out such workers as are covered by the Factories Act. So far as health and welfare of dock workers is concerned it is expected that the position will improve when the Schemes framed under the Dock Workers (Regulation of Employment) Act, 1948 are put into force*.

(b) The Mica Mines Labour Welfare Fund Act, 1946

The Act applies to the whole of India except the State of Jammu and Kashmir.† It provides for the raising of a fund by the levy of an *ad valorem* customs duty on all mica exported from India except the State of Jammu and Kashmir. The duty is not to exceed 6¼ per cent. *ad-valorem*. The rate of duty during the year 1950-51 was 2½ per cent. *ad valorem*. The Fund is to be utilised for measures which in the opinion of the Central Government are necessary or expedient to promote the welfare of labour employed in the mica mining industry. Government are authorised to constitute as many Advisory Committees as they may think fit, but not exceeding one for each State, to advise them on any matters arising out of the administration of the Act or the Fund. The members of the Committees are to be appointed by the Central Government and are to be chosen in such manner as may be prescribed by rules made under the Act. The Committees, however, are to include an equal number of members representing mica mine owners and the workmen employed in the industry and at least one member of the Committees is to be a woman and another a member of the Legislature of the State concerned. The Chairmen of the Committees are to be appointed by the Central Government.

Rules under the Act were published by the Central Government in the *Gazette of India* dated 10th January 1948. Government have also

*For details of the Dock Workers (Regulation of Employment)Act, 1948 and Schemes framed thereunder see pp. 77-80

†The Act was applied to all Part B States except the State of Jammu and Kashmir by the Part B States (Laws) Act, 1951.

constituted Advisory Committees for Bihar, Madras, Rajasthan and Ajmer.*

(c) THE COAL MINES LABOUR WELFARE FUND ACT, 1947

In view of the need for starting organised welfare work in the coalfields, the Government of India promulgated an Ordinance on 31st January, 1944 with the object of constituting a fund called the Coal Mines Labour Welfare Fund. This Ordinance was replaced by the Coal Mines Labour Welfare Fund Act, 1947, which was designed to make better provision for financing measures for promoting the welfare of labour employed in the coal mining industry. The Act came into force on 14th June, 1947 and applies to the whole of India except the State of Jammu and Kashmir.† It provides, *inter alia*, for the setting up of a fund to be called the Coal Mines Labour Housing and General Welfare Fund which will maintain two accounts, namely the Housing Account and the General Welfare Account.

Finances of the Fund.—The Act provides for the levy of a cess on all coal and coke despatched from collieries in the territories to which the Act extends at such rate, not less than four annas and not more than eight annas per ton, as may, from time to time, be fixed by the Central Government. The proceeds of the cess are to be apportioned between the Housing Account and the General Welfare Account. The Act specifies measures which may be financed from each of the Accounts. In exercise of the powers conferred by the Act, the Central Government have imposed a cess at the rate of 6 annas per ton of coal and coke despatched from collieries. Till 31st March, 1949 the cess was being apportioned between the Housing Account and the General Welfare Account in the ratio of 2 : 7. As the resources of the Housing Account were found to be insufficient to meet the expenditure on the housing programme approved for the year 1949-50, the cess was apportioned between the Housing Account and the General Welfare Account in the ratio of 2 : 1 in that year. During the year 1950-51 also the cess was apportioned between the two Accounts in the same proportion. For the year 1951-52, however, the Central Government have notified that the cess shall be, apportioned in the following proportion : Housing Account—one anna and four pies, General Welfare Account—four annas and eight pies.‡

Administration of the Fund.—The fund is administered by the Central Government in consultation with an Advisory Committee consisting of an equal number of members representing Government, the owners of coal mines and workmen employed in the coal mining industry, appointed by the Central Government. One of the members of the Committee is to be a woman. The Act makes provision for the constitution of a Coal Mines Labour Housing Board to prepare and carry out, subject to the approval of the Central Government, schemes financed from the Housing

*For details of the activities of the Fund see Chapter on Labour Welfare, pp. 322-23.

†The Act was extended to all Part B States except the State of Jammu and Kashmir by the Part B States (Laws) Act, 1951.

‡Notification No. S. R. O. 536 dated 11th April, 1951.

Account of the Fund for the provision of suitable housing accommodation for labour employed in the coal mining industry. By an amending Act passed in 1949 the functions of the Board were enlarged and it was vested with the control of various other building operations financed from the General Welfare Account of the Fund. The Housing Board is to be a body corporate. The Act authorises the Central Government to appoint a Coal Mines Labour Welfare Commissioner and such other officers as they may deem necessary to carry out measures financed by the Fund.

In February 1949 the Central Government framed rules for regulating the constitution and working of the Advisory Committee, Sub-Committees, Housing Board, etc. Government have also constituted an Advisory Committee, a Housing Board and various Sub-Committees.

For purposes of administration of the Act a Coal Mines Labour Welfare Commissioner has been appointed. The organisation set up under the Act consists of one Chief Welfare Officer, 3 Welfare Inspectors and 26 Assistant and Junior Assistant Inspectors of Labour Welfare. All coal fields have been divided into various circles and have been put in charge of an Inspector or an Assistant or Junior Assistant Inspector. The Inspectorate not only supervised the activities financed by the Fund but also ensured that the provisions of the various labour Acts were being complied with. During the year 1950-51 they paid 1820 visits to collieries. The irregularities and defects brought to light during these visits were taken up with the managements concerned.

(*d*) The U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1950

The U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Bill was published by the Government of Uttar Pradesh in August, 1950. It was passed by the State Legislature in February, 1951 and received the assent of the President on 19th May, 1951.

The Act provides for the constitution of a U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund. The Fund is to be constituted mainly from the sum which the Government had acquired or may acquire by realising from the sugar factories the difference between the sale price of molasses fixed by the Government for purposes of supply to power alcohol factories and open sale price of molasses sold for other purposes. The Act lays down that the Fund shall consist of three separate accounts viz., (*a*) Housing Account, (*b*) General Welfare Account, and (*c*) Development Account. Government are empowered to apportion the Fund into the three Accounts in such manner as they may deem proper. Any contributions made by Government or any person or persons and charges or fees, etc., prescribed under the Act are also to be credited to different Accounts.

The Fund can be utilised only for the benefit of the workers employed in the sugar and power alcohol industries and for the development of these industries. The money in the Housing Account can be utilised to defray (*i*) the cost of erecting, maintaining, or repairing housing accommodation for workers and for providing services and facilities connected with it; (*ii*) the cost of preparing schemes and of acquiring land or property; (*iii*) the grant, subject to previous approval of the Government, to a local authority, housing society or sugar factory, of moneys in aid of any approved scheme; (*iv*) the allowances of members of the Housing Board appointed under the Act, and (*v*) any other expenditure ordered by Government.

The General Welfare Account can be utilised for (*i*) the improvement of health and sanitation, the provision and improvement of medical facilities, promotion of industrial hygiene and the undertaking of medico-social investigations; (*ii*) the provision and improvement of water supplies and facilities for washing; (*iii*) the provision and improvement of educational facilities; (*iv*) the improvement of the standard of living, including nutrition, amelioration of social conditions and the provision of recreational facilities; (*v*) the provision of transport to and from work, etc. The Government are authorised to pay annually grants in aid from the Account to those employers who maintain dispensary services of the prescribed standard for the benefit of their employees and who spend on such services more than a certain prescribed sum.

The Development Account is to be utilised for meeting the cost of providing facilities (*i*) for imparting technical education and training connected with the manufacture of sugar, alcohol and products derived therefrom; (*ii*) of all kinds of research connected with the growing of sugar cane and manufacture of sugar, power alcohol, etc., and (*iii*) generally for the development of the sugar and alcohol industries.

For the administration of the Housing Account of the Fund the Act provides for the constitution of a U.P. Sugar and Power Alcohol Labour Housing Board. The members of the Board are to be appointed by the Government. The Act also provides for the constitution of an Advisory Committee consisting of an equal number of representatives of Government, owners of sugar and power alcohol factories and workers employed therein to advise the Government or the Board on matters connected with the administration of the Act. The number of members of the Board and the Advisory Committee and the manner of their selection is to be regulated by the rules framed by the Government under the Act. The Government are authorised to appoint a Labour Welfare Commissioner and such number of Inspectors, Welfare Officers and other staff as they may deem necessary for the administration of the Act. The Commissioner will be the Chairman of the Board.

Other provisions of the Act relate to the audit and publication of accounts of the Fund; investment of moneys of the Fund; conditions for occupation of housing accommodation provided by the Fund, etc. The

Act authorises the Government to make rules regulating the constitution and working of the Board and the Advisory Committee ; maintenance of the account books of the Board ; procedure to be adopted for applying for, and conditions governing, grants-in-aid ; duties and functions of officers appointed under the Act, etc.

Rules under the Act were published by the Government of Uttar Pradesh on 1st October 1951. On the same date the Government notified the appointment of a Housing Board and an Advisory Committee. The State Labour Commissioner has been appointed as the Labour Welfare Commissioner under the Act. The Housing Board consists of the Labour Welfare Commissioner as the Chairman, one official of the Department of Labour, Village and Town Planner to U.P. Government and 3 representatives each of the employers and workers. The Advisory Committee consists of 4 representatives of the Government and 6 representatives each of the employers and workers. The State Labour Minister has been appointed as the Chairman and the Labour Welfare Commissioner has been appointed as the Vice-Chairman of the Committee. Under the rules framed by the Government 98 per cent. of the fund already collected by the Government is to be credited to the Housing Account and 1 per cent. each to the other two Accounts. At present the activities of the Fund are confined to building of houses for sugar factory workers.*

(e) THE COAL MINES (CONSERVATION AND SAFETY) ACT, 1952

The Coal Mines Safety (Stowing) Act which was passed in 1939 provided for the creation of a fund to assist stowing measures to promote safety in coal mines. It did not make any provision for assisting stowing for conservation of coal. Survey of coal resources of the country conducted by various Committees revealed the urgent need of compulsory stowing for conservation of coal resources. An Ordinance, entitled the Coal Mines (Conservation and Safety) Ordinance, 1952 was therefore promulgated by the President on 8th January 1952. To rationalise the administration the Ordinance provided for the establishment of a Coal Board. Since the essential provisions of the Coal Mines Safety (Stowing) Act which had to be continued were embodied in the Ordinance, the Act was repealed. The Ordinance was replaced by the Coal Mines (Conservation and Safety) Act, which was passed on 4th March 1952. The following are the main provisions of the Act.

The Act extends to the whole of India except the State of Jammu and Kashmir. It authorises the Central Government to take such measures as they may deem proper or necessary for maintaining safety in coal mines or for conserving coal. Government are empowered to order any colliery to do the washing of coal with a view to beneficiating and reducing the ash contents of coal and improving its coking qualities. Any coal mine producing coking coal or producing coal which on beneficiation is likely to yield coking coal or producing coal suitable for blending can also be ordered by Government to undertake stowing measures for conservation of coal.

Provision has been made in the Act for the establishment of a Coal Board consisting of a Chairman and such number of other members, not

* See Chapter on Industrial Housing page 288 for further details.

exceeding six as the Central Government may think fit to appoint. Government may, by general or special order, delegate to the Board, subject to such condition and limitations (if any) as may be specified in the Order, such of their powers and duties under the Act or under any other law as they may deem necessary for effectively dealing with the problems relating to safety in coal mines or conservation of coal and matters connected or incidental to it. The Board is empowered to execute or cause to be executed under its own supervision any measure which it feels to be necessary or desirable for the furtherance of the subjects of the Act. To enable the Board to discharge its functions properly the Act arms it with necessary powers.

The Central Government are empowered to constitute one or more Advisory Committees. The function of the Committees will be to advise the Central Government or the Board in regard to such matters connected with the administration of the Act as may be referred to them by the Government or the Board.

The Act provides for the levy of excise duty on all coal raised and despatched and on all coke manufactured and despatched from collieries in India at such rate, not exceeding one rupee per ton, as may be fixed by Government. Government are also empowered to levy additional excise duty on all coking coal raised and despatched from collieries in India. The rate of additional excise duty is to be fixed by Government from time to time but it is not to exceed Rs. 5 per ton in the case of Selected Grade A or B and Rs. 2 per ton in the case of coal of Grade I. During the period in which any excise duty is being levied, the Government are empowered to impose on all coal imported or brought into India additional customs duty at the rates of excise duties levied under the Act. The proceeds of the excise duty are to be paid to the Board and credited to the Coal Mines Safety and Conservation Fund constituted under the Act. All the moneys lying to the credit of the Coal Mines Stowing Fund created under the Coal Mines Safety (Stowing) Act are also to be transferred to the Fund constituted under this Act. The Fund is to be utilised for (*i*) meeting the expenses of the Board ; (*ii*) the grant of stowing materials and other assistance for stowing operations, to colliery owners ; (*iii*) the execution of stowing and other operations in furtherance of the objects of the Act ; (*iv*) the prosecution of research work connected with safety in coal mines or conservation and utilisation of coal ; (*v*) the grant to State Governments, research organisations, local authorities and colliery owners of money in aid of any approved scheme designed to further the objects of the Act ; etc.

Government are empowered tomake rules providing for the measures to be taken for maintaining safety in coal mines or for conserving coal ; the levy or imposition collected, and payment of the duties of excise and customs ; terms and conditions of service of the Chairman and members of the Board ; etc.

The Act empowers the Chief Inspector and Inspectors appointed under the Indian Mines Act to make enquiries or to inspect coal mines

to ensure that the provisions of the Act or rules framed thereunder are being complied with or the stowing for which assistance has been granted is being done effectively. They are also empowered to order, under certain circumstances, any owner, agent or manager of a coal mine to take such protective measures, including stowing, in the mine as they think necessary.

8. Wages

(a) THE PAYMENT OF WAGES ACT, 1936

Largely as a result of the recommendations of the Royal Commission on Labour in India an Act known as the Payment of Wages Act was passed in 1936 and was put into force in March, 1937. The Act was amended twice. The following are the principal provisions of the Act :—

The Act extends to the whole of India except the State of Jammu and Kashmir*. It applies to persons employed in any factory and upon any railway in receipt of wages and salaries which average below Rs. 200 per month. The appropriate Governments can, however, extend all or any of its provisions to any ' industrial establishment ' or class or group of ' industrial establishments ' as defined in the Act.

For purposes of the Act the term wages means " all remuneration capable of being expressed in terms of money, which would, if the terms of contract of employment, express or implied, were fulfilled, be payable whether conditionally upon the regular attendance, good work or conduct or other behaviour of the persons employed, or otherwise, to a person employed in respect of his employment or of work done in such employment and includes any bonus or other additional remuneration of the nature aforesaid which would be so payable and any sum payable to such person by reason of the termination of his employment ", but does not include the value of any house accommodation, supply of light, water, medical attendance or other amenity or of any service specifically excluded by the State Government, any travelling allowance or employers' contributions to any pension or Provident Fund or any gratuity payable on discharge or any sum paid to an employee to defray special expenses entailed on him by the nature of his employment.

The Act requires the fixation of wage periods which should not exceed one month. Undertakings employing less than 1,000 persons must pay wages before the expiry of the 7th day and in other cases before the expiry of the 10th day after the wage period. A discharged worker has to be paid before the expiry of the second working day from the day on which his employment is terminated. All payments of wages must be made on a working day and in current legal tender.

The Act permits certain kinds of deductions from wages such as (a) fines, (b) deductions for absence from duty, (c) deductions for damage or

* The Act was extended to all Part B States except the State of Jammu and Kashmir by the Part B States (Laws) Act, 1951.

loss, (*d*) deductions for house accommodation and for amenities and services supplied by the employer, (*e*) deductions for recovery of advances or for adjustment of over-payment of wages, and (*f*) deductions for income-tax, for contribution to and repayment of advances from Provident Funds, for payment to an approved co-operative society and for payment of insurance premia in regard to postal insurance. Fines can be imposed only for acts and omissions specified in notices approved by the competent authority. The total amount of fine which may be imposed in any one wage period on any employed person is not to exceed an amount equal to half-an-anna in the rupee of the wages payable to him in respect of that wage period. All fines must be recorded in a prescribed register and credited to a fines fund. The receipts of the fines fund are to be utilised only for such purposes beneficial to the workers as are approved by the competent authority.

The provisions of the Act, except sub-section (4) of section 8 thereof were applied to coal mines* in January 1948 and to other mines* with effect from 15th June 1951 by the Central Government. The Act has been applied to motor omnibus services in the States of Assam, Bihar, West Bengal, Madras, Coorg, Delhi and the Punjab ; tramways in West Bengal, Madras, Delhi and the Punjab ; plantations in Assam, West Bengal, Madras, Coorg, Travancore-Cochin and the Punjab ; inland steam navigation services in Bihar and Assam ; printing presses in U.P. ; Government transport concerns and private transport companies in the Punjab ; motor goods transport services in Delhi ; docks, wharves or jetties in Assam ; industrial establishments declared to be factories under section 85 of the Factories Act, 1948 in Bombay and Madras ; quarries in the Punjab ; motor vehicles plying under stage carriage permits and public carriers permits in Orissa ; Bombay Docks ; and workshops or other establishments in which articles are produced, adapted or manufactured with a view to their use, transport or sale in the Punjab. By a notification issued on 4th January 1952 the Government of Mysore applied the Act to persons employed in the tramways service connected with the Mysore Iron and Steel Works, Bhadravati. The Governments of Mysore and Bihar have issued preliminary notifications notifying their intention to apply the Act to plantations in the State.

Administration and Enforcement.—The State Governments have the power to appoint authorities to administer the Act. In most of the States the administration of the Act is the responsibility of Inspectors of Factories. The Government of Orissa have declared the Assistant Labour Commissioner, Orissa to be Inspector under the Act. The Government of the Punjab have declared the Labour Commissioner, Labour Officers and Labour Inspectors of the Labour Department to be Inspectors under the Act. The administration of the Act in mines and railways (other than railway workshops) is the responsibility of the Chief Labour Commissioner (Central). The State Governments have appointed authorities to hear and decide claims arising out of deductions from wages

* Covered by the Indian Mines, Act, 1923.

or delays in the payment of wages. For coal mines in West Bengal, the Government of India have appointed the Commissioner for Workmen's Compensation, West Bengal, to be the authority under the Act and so far as Bihar, Madhya Pradesh, Assam and Orissa are concerned the Government of India have declared every officer appointed by the State Government as the authority under the Act for any area to be the authority for coal mines also within that area. Such authorities have the power to order payments to the claimants of the amounts wrongfully withheld or delayed together with compensation up to 10 times the amount in case of deductions or Rs. 10 in the case of delay in payments. Infringement of the law makes an offender liable to prosecution.

It would appear from the available reports on the working of the Act during 1950 that the provisions of the Act are generally being complied with. In some of the States the administering authorities received complaints from workers regarding non-payment or delay in the payment of wages and deductions from wages. These complaints were investigated and most of them were settled without any recourse to the law court. The Government of West Bengal have stated in their report that in the omnibus service the employers are not complying with the provisions of the Act. This was due to the fact that the employers were ignorant of the law. The Government have taken steps to acquaint the employers of their responsibility.

(b) Minimum Wages Act, 1948

The Minimum Wages Act, 1948 requires the Central or the State Governments as the case may be, to fix, within a specified period, minimum rates of wages payable to employees (defined as persons " employed for hire or reward to do any work, skilled or unskilled, manual or clerical ") employed in industries specified in the schedule appended to the Act. However, minimum rates of wages need not be fixed in respect of any employment in which there are, in the whole State, less than 1,000 employees. The schedule comprises woollen carpet making or shawl weaving establishments ; rice, flour or dal mills ; tobacco (including *bidi* making) manufactories ; plantations ; oil mills ; employment under any local authority ; road construction or building operations ; stone breaking or stone crushing ; lac manufactories ; mica works ; public motor transport ; tanneries and leather manufactories ; and agriculture. The Act authorises the appropriate Government to extend its application to any industry wherein, in their opinion, statutory minimum wages should be fixed.

The Act provides for the fixation of (*a*) a minimum time rate, (*b*) a minimum piece rate, (*c*) a guaranteed time rate, and (*d*) an overtime rate appropriate to different occupations, localities or classes of work and for adults, adolescents, children and apprentices. The minimum rate of wages may consist of :—

(*a*) a basic rate of wages and a cost of living allowance, or

(b) a basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities at concession rates, or

(c) an all-inclusive rate.

The Act also lays down that wages shall be paid in cash, although it empowers the appropriate Government to authorise the payment of minimum wages, either wholly or partly, in kind in particular cases.

The appropriate Government is empowered to fix the number of hours of work per day, provide for a weekly holiday and the payment of overtime wages, etc., in regard to any scheduled employment in which minimum rates of wages have been fixed under this Act.

The Act authorises the appropriate Government to appoint Committees and Sub-Committees to hold enquiries and advise them in fixing minimum rates of wages in respect of any scheduled employment ; to appoint Advisory Committees and Sub-Committees for the revision of these rates ; and to appoint an Advisory Board for the purpose of co-ordinating the work of Committees, Advisory Committees and Sub-Committees and advising the Government generally in the matter of fixing and revising minimum rates of wage. A Central Advisory Board is to be set up by the Central Government for the purpose of advising the Central and State Governments and for co-ordinating the work of the State Advisory Boards.

All the above bodies are to consist of an equal number of employers' and employees' representatives and of independent persons not exceeding one-third of the total number of members.

The Act also makes provision for the maintenance of registers and records in the prescribed manner, appointment of Inspectors and Authorities to hear and decide claims arising out of payment of less than the minimum rates of wages and prescribes penalties for offences and procedure for complaints.

By an amending Act—The Minimum Wages (Amendment) Act 1950 (LVI of 1950)—the time limit within which minimum wage rates would have to be fixed under Section 3 of the Act was extended from 2 years (in the case of employments mentioned in Part I of the Schedule) and 3 years (in the case of Agriculture) to 3 years in both cases. This was enacted with a view to validating the Minimum Wages (Extension of Time) Ordinance, 1950 (XVII of 1950) which extended the datum line within which minimum wages were to be fixed from 15th March, 1950 to 15th March, 1951, and to give more time to States for the implementation of the Act. The time limit was further extended, by an amending Act of 1951 (No. XVI of 1951), upto 31st March 1952 for employment in Part I of the schedule and upto 31st December 1952 for agriculture. Under this amendment, State Governments are also authorised to fix minimum rates of wages in agriculture for a part of the State only or for any class or classes of such employment.

The Minimum Wages (Central Advisory Board) Rules 1949 and the Minimum Wages (Central) Rules, 1950 have been framed by the Government of India under Sections 29 and 30 of the Act respectively. A Central Advisory Board has also been constituted with representatives of Government—Central and State—employers and employees. As required by the Act, the various State Governments have appointed Competent Authorities to ascertain from time to time, the cost of living index numbers applicable to persons employed in the scheduled employments and to compute the cash value of concessions, if any. The Central Government have appointed the Director, Labour Bureau, as Competent Authority in respect of Part 'C' States and central undertakings.

Extension of the provisions of the Act to other employments.— Under the powers conferred by the Act (Section 27), some State Governments have extended the application of the Act to some other industries. Details are given below :—

State	Employments to which the Act has been extended
Ajmer	Textile industry, Wool pressing and Cleaning establishments.
Bombay	Salt Pan industry.
Madhya Pradesh ..	Cement, Glass and Potteries.
Coorg	Cardamom males.
Delhi	Printing presses ; Foundry and Automobile engineering works ; Button factories.
Travancore-Cochin ..	Coir industry ; Cashew industry.

Details regarding the minimum wage rates fixed under the Act in different employments in various States, may be seen from the statement at pages 238-48 of this Year Book.

9. Social Security

(a) The Workmen's Compensation Act, 1923

The Workmen's Compensation Act was passed in March, 1923 and was put into force on 1st July, 1924. It was amended in 1926 and 1929 to introduce certain minor changes and to ratify the International Labour Convention regarding occupational diseases. In 1933 a consolidating and amending Act was passed to give effect to certain recommendations of the Royal Commission on Labour which was enforced on 1st January, 1934. Thereafter, five more amending Acts were passed, the most important among which was the Act of 1946 which raised the wage limit of the workers covered by the Act from Rs. 300 to Rs. 400. The following are the main provisions of the Act as they now stand :—

Scope.—The Act extends to the whole of India except the State of Jammu and Kashmir.* It applies (*a*) to all railway servants† not permanently employed in any administrative, district or sub-divisional office of a railway and not employed in any capacity as is specified in Schedule II to the Act, and (*b*) to persons employed on monthly wages not exceeding Rs. 400 in any such capacity as is specified in Schedule II to the Act. Those persons whose employment is of a casual nature and who are employed otherwise than for the purposes of the employer's trade or business are not deemed to be workmen for the purposes of the Act. Persons working in the armed forces of the Union are also not covered by the Act. Schedule II to the Act includes the following categories of persons : Persons employed (*a*) on a railway or in connection with a mechanically propelled lift or vehicle ‡; (*b*) in factories‡ ; (*c*) in workshops wherein 50 or more persons are employed ; (*d*) in undertakings in which explosives are handled and in which 10 or more persons are employed ; (*e*) in mines as defined by the Indian Mines Act, in any work of a mining character in which 50 or more persons are employed and which are more than 20 feet deep and in which explosives are used‡ ; (*f*) as masters or seamen of a ship propelled by power or a ship towed by such a ship or a ship of 50 or more tons ; (*g*) in loading, unloading, fuelling, constructing, repairing, demolishing, cleaning or painting a ship of which they are not the master or a member of the crew, or in handling or transport of goods within the limits of a port subject to the Indian Ports Act ; (*h*) in the construction, repair or demolition of certain types of buildings and of dams, roads, bridges, tunnels, wharves, or other marine work ; (*i*) in setting up, repairing, maintaining or taking down any telegraph or telephone line or post, or in connection with overhead electric lines ; (*j*) in connection with aerial ropeways, canals, pipe lines or sewers‡ ; (*k*) in the service of fire brigade ; (*l*) upon a railway by a person fulfilling a contract with the railway administration ; (*m*) in certain type of work in the railway mail service or in out-door postal work ; (*n*) in connection with operations for winning petroleum or natural gas‡ ; (*o*) in blasting operations or in making excavation which is over 20 feet deep or in which more than 50 persons are employed or in which explosives are used ; (*p*) in operation of ferry boats capable of carrying more than 10 persons ; (*q*) on cinchona, coffee, rubber or tea estates on which 25 or more persons are employed‡ ; (*r*) in electricity or gas works‡ ; (*s*) in lighthouses ; (*t*) in producing and exhibiting cinematograph pictures ; (*u*) in training, keeping or working or catching or hunting of elephants or other wild animals ; (*v*) in tapping palm-trees or in felling or logging of trees or in the transport of timber by inland waters or the control or extinguishing of forest fires ; (*w*) in the handling or transport of goods in any warehouse in which 10 or more persons are employed or in any market in which 100 or more persons are employed ; (*x*) as divers ; and (*y*) in any occupation involving

* The Act was applied to all Part B States except the State of Jammu and Kashmir by the Part B States (Laws) Act, 1951.

† As defined in section 3 of the Indian Railways Act, 1890.

‡ Persons employed in a clerical capacity are excluded.

the handling or manipulation of radium or X-ray apparatus, or contact with radioactive substances.

The State Governments are empowered to extend the application of the Act to other classes of persons whose occupations are considered as hazardous. In exercise of this power the Government of Madras have extended the Act (*i*) to persons employed for the purpose of loading or unloading any mechanically propelled vehicle or in the handling or transport of goods which have been loaded into such vehicle, (*ii*) to persons employed in establishments wherein power is used (irrespective of the number of persons employed) and (*iii*) to persons employed in establishments which are notified as factories under section 5(*i*) of the Factories Act, 1934. By a notification issued in March, 1949 the Government of Uttar Pradesh also extended the scope of the Act to cover persons employed in the above occupations in the State.

Any person who is covered by the Employees' State Insurance Act, 1948 and who is entitled to receive disablement or dependant's benefit from the Employees' State Insurance Corporation is not entitled to compensation from the employer under this Act.

Title to Compensation.—Compensation is payable by the employer* in the case of injury caused by accident arising out of and in the course of employment. It is, however, not payable if the incapacity does not last for more than 7 days or if the injury, not resulting in death, is caused by the fault of the worker, *e.g.*, due to influence of drink, drugs, wilful disobedience of an order, etc.

Occupational Diseases.—Besides bodily injury compensation is also payable in the case of certain occupational diseases mentioned in Schedule III to the Act. The State Governments are authorised to add to the list of these diseases. The Government of Mysore, by a notification issued on 20th December 1951, have added miners' phthisis or silicosis to the list of occupational diseases. The Government of Hyderabad have issued a preliminary notification notifying their intention to add miners' phthisis or silicosis to the list of occupational diseases.

Amount of Compensation.—The amount of compensation payable depends on the nature of the injury and the average monthly wages† of the worker concerned. Compensation is payable for death, permanent total disablement, permanent partial disablement and temporary disablement. For death of adults the rate of compensation prescribed under the Act varies from Rs. 500 in the case of persons in the lowest wage group (i.e., below Rs. 10 per month· to Rs. 4,500 in the case of those in the highest wage group *i.e.*, above Rs. 300 per month). For permanent total disablement of adults, the rate of compensation ranges from Rs. 700 to Rs. 6,300. For minors, the Act prescribes a uniform rate of

* According to section 12 of the Act, the principal employer is responsible for the payment of compensation to contract labour.

† The term 'wages' has been defined as follows : "'Wages' includes any privilege or benefit which is capable of being estimated in money, other than a travelling allowance or the value of any travelling concession or a contribution paid by the employer of a workman towards any pension or provident fund or a sum paid to a workman to cover any special expenses entailed on him by the nature of his employment."

Rs. 200 as compensation for death and Rs. 1,200 as compensation for permanent total disablement. The Act lays down that half-monthly payments shall be made to workers in the case of temporary disablement. The rate of payment both for adults as well as minors is the same and varies from half a month's wages in the case of workers getting less than Rs. 10 per month as wages to Rs. 30 in the case of those getting more than Rs. 100 per month. For permanent partial disablement, compensation is calculated on the basis of percentage loss of the earning capacity as laid down in Schedule I to the Act.

Dependants.—For purposes of the Act dependants have been grouped into two classes—those who are considered dependants without any proof and those who must prove that they are dependants. The first group includes : a widow, a minor legitimate son, an unmarried legitimate daughter or a widowed mother. The following have been included in the second group : If wholly or partially dependant on the earnings of the workman at the time of his (or her) death, a widower, a parent other than a widowed mother, a minor illegitimate son, an unmarried illegitimate daughter, a daughter legitimate or illegitimate, if married and minor or widowed, a minor brother, an unmarried or widowed sister, a widowed daughter-in-law, a minor child of a deceased son, minor child of a deceased daughter where no parent of the child is alive, or where no parent of the workman is alive, a paternal grand-parent.

Distribution of Compensation.—It is provided that all cases of fatal accidents should be brought to the notice of the Commissioner for Workmen's Compensation and in case the employer admits the liability the amount of compensation payable should be deposited with him. Where the employer disclaims the liability, the Commissioner may, after such enquiry as he thinks fit, inform the dependants that it is open to them to prefer a claim and may give such other information as he thinks fit. The Act does not permit contracting out. Advances by the employers against compensation are permitted only to the extent of Rs. 100. The Commissioner is also empowered to deduct a sum of Rs. 25 from the amount of compensation in order to indemnify the person who has incurred funeral expenses.

The administration of the Act is the responsibility of the State Governments who are required to appoint Commissioners for Workmen's Compensation. The duties of the Commissioners include the settlement of disputed claims, disposal of compensation in cases where injury results in death, and the revision of periodical payments. A list of officers appointed as Commissioners for Workmen's Compensation in different States is given in Appendix V.

The members of some of the important organisations of employers have gone in for insurance against liability for payment of compensation under the Act. For instance, it has been reported that all mills in the membership of the Indian Jute Mills Association are insured against liability for workmen's compensation. The Bombay Millowners' Association has its Millowners' mutual Insurance Association. The Labour Investigation Committee found during their enquiries that there was a

certain amount of evasion of the liability under the Act particularly in the case of the smaller employers. They, therefore, recommended, among other things, that the administrative procedure should be simplified and that there should be compulsory insurance against the employer's liability to pay compensation for accidents. Although the Act has not been amended to implement this recommendation it is expected that when the Employees' State Insurance Act is put into force this difficulty will be solved. Under this Act the responsibility of paying compensation will be that of the Corporation set up under the Act and not of the employers*.

The Act requires employers to submit returns to the authorities concerned showing the number of accidents, amount of compensation paid, etc. The returns received from the employers are consolidated by the State Governments and all the State reports are in turn consolidated by the Labour Bureau of the Ministry of Labour and published in the *Indian Labour Gazette*†. Table LIV contains details of the number of accidents and the compensation paid during certain selected years.

TABLE LIV

NUMBER OF REPORTED ACCIDENTS AND THE AMOUNT OF COMPENSATION PAID DURING CERTAIN SPECIFIED YEARS

Year	No. of accidents resulting in				Compensation paid for			
	Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total
					Rs.	Rs.	Rs.	Rs.
1929	888	1,345	16,632	18,865	5,87,390	3,97,177	2,75,597	12,60,164
1934	598	1,287	15,005	16,890	3,71,762	2,94,131	2,02,954	8,68,847
1939	832	1,929	35,920	38,681	5,81,080	5,16,444	4,11,803	15,09,327
1945	1,250	3,943	62,194	67,390	13,30,644	20,30,576	8,64,119	42,25,339
1946‖	1,154	3,536	50,551	55,241	13,68,681	13,03,113	9,54,014	36,25,808
1947¶	1,011	3,228	49,335	53,574	11,79,087	12,09,974	9,37,434	33,26,495
1948@	1,032	3,850	61,894	66,776	15,80,450	16,15,390	10,24,228	42,20,068
1949	1,063	3,972	55,441	60,476	18,70,568	20,25,227	13,19,617	52,15,412
1950**	969	4,062	50,706	55,737	18,20,082	21,82,788	12,86,902	52,89,772

* For details of the Employees' State Insurance Act, see pages 110—116.

† Working of the Workmen's Compensation Act, 1923—Review for the year 1949. Published in the *Indian Labour Gazette* March 1952, pages 744-749.

‖ Excluding Punjab and Sind.

¶ Relate to all States of the Indian Union which were formerly known as Provinces, except the Punjab.

@ Figures for 1948 and subsequent years relate to all States of the Indian Union which were formerly known as Provinces.

** Provisional and excluding figures for Orissa.

From such information as is available in the Labour Bureau it would appear that Bombay is the only State where some of the trade unions are taking active interest in recovering compensation under the Act for their members.

During the year 1950 the Textile Labour Association, Ahmedabad, handled 575 claims out of which 395 were successful and 47 were compromised. The total compensation secured by the Association amounted to Rs. 92,422. The Association handles cases of members as well as non-members. The Rashtriya Mill Mazdoor Sangh of Bombay handled 160 cases during 1950 and secured Rs. 105,558 as compensation.

(b) The Employees' State Insurance Act, 1948

The Act was passed by the Constituent Assembly of India (Legislative) on 2nd April, 1948 and received the assent of the Governor General on 19th April, 1948. Being a poineer measure, so far as social insurance in India is concerned, there were certain practical difficulties in putting it into force throughout India simultaneously. A plan of phased application of the Act was therefore drawn up under which it was decided to introduce the scheme framed under the Act in Kanpur and Delhi in July, 1950. The implementation of the plan had to be deferred at the last moment owing to objections received from employers in Kanpur that the introduction of the scheme in selected places, without simultaneous application elsewhere, would place industries in those areas at a competitive disadvantage. To overcome these objections and to remove a few other lecunae in the Act an amending Bill was introduced in Parliament on 19th March, 1951. It provided for the collection of employers' contribution from employers throughout the country. To distribute the burden equitably it provided that employers in the regions where the scheme is implemented shall pay contribution at a higher rate than employers in other regions. The Bill was passed into an Act on 6th October, 1951. The following are the main provisions of the Act.

Scope.—The Act applies, in the first instance, to all factories, other than seasonal factories, but contains a provision that it can be extended partially or wholly to any establishment or class of establishments. It covers labour employed directly and indirectly and also clerical staff. It does not, however, apply to a member of the armed forces or to a person whose remuneration in the aggregate exceeds Rs. 400 a month.

Administration.—The administration of the Insurance scheme has been entrusted to an autonomous body called the Employees' State Insurance Corporation, consisting of the Minister of Labour in the Central Government as Chairman, the Minister of Health as Vice-Chairman, not more than five persons nominated by the Central Government of whom at least three should be officials of the Central Government, one representative each of the Part A and Part B States nominated by the State Governments concerned, one person nominated by the Central Government to represent the Part C States, five persons representing employers, five persons representing employees, two persons representing the medical profession and two persons elected by Parliament. A smaller body, known as the Standing Committee is to work as the executive of the Corporation. The members of this Committee are to be elected from among the members of the Corporation. A third body, called the Medical Benefit Council, has to advise the Corporation on matters relating to the administration of medical benefit, certification for purposes of the grant of benefits, etc. The Council consists of the Director-General of Health Services, as *ex-officio* Chairman, the Deputy Director-General of Health Services, the Medical Commissioner of the Corporation, one representative of each of the Part A and Part B States, three members each representing employers and employees, and three members (including at least one woman) representing the medical profession. The Chief Executive Officer of the Corporation is the Director-General, who is assisted by four other Principal Officers mentioned in the Act.

Finance.—The Scheme is financed by the Employees' State Insurance Fund, which consists of contributions from employers and employees and grants, donations and gifts from the Central and State Governments, local authorities or any individual or body. The Central Government has to make an annual grant to the Corporation during the first five years, of a sum equivalent to two-thirds of the administrative expenses of the Corporation, not including the cost of benefits. The State Governments also share in financing the Scheme by meeting a share of the cost of medical treatment and attendance on the insured persons, the proportion being left to be governed by an agreement to be entered into by the Corporation with the State Governments.

Contributions.—Contributions in respect of an employee are payable by the employee and by his employer. The employee's share in the contributions is to be deducted from his wages by the principal employer,

The rates of weekly contributions laid down in Schedule I of the Act as originally passed were as follows :—

Group of Employees	Employees' contribution (recoverable from employees)	Employers' contribution	Total Contribution (employees' and employers' contribution)
1	2	3	4
	Rs. as. p.	Rs. as. p.	Rs. as. p.
1. Employees whose average daily wages are below Re. 1.	*Nil*	0 7 0	0 7 0
2. Employees whose average daily wages are Re. 1 and above but below Rs. 1-8-0.	0 2 0	0 7 0	0 9 0
3. Employees whose average daily wages are Rs. 1-8-0 and above but below Rs. 2.	0 4 0	0 8 0	0 12 0
4. Employees whose average daily wages are Rs. 2and above but below Rs. 3.	0 6 0	0 12 0	1 2 0
5. Employees whose average daily wages are Rs. 3 and above but below Rs. 4.	0 8 0	1 0 0	1 8 0
6. Employees whose average daily wages are Rs. 4 and above but below Rs. 6.	0 11 0	1 6 0	2 1 0
7. Employees whose average daily wages are Rs. 6 and above but below Rs. 8.	0 15 0	1 14 0	2 13 0
8. Employees whose average daily wages are Rs. 8 and above.	1 4 0	2 8 0	3 12 0

Under Chapter V-A of the amended Act, however, the contributions are not payable by the employers as specified in Column 3 of the table above. Instead, the employers all over India shall pay the employer's special contribution at a rate not exceeding five per cent. of their total wage bill. The rate is to be specified by the Central Government, from time to time, taking into consideration the areas where the benefit provisions of the Act have been applied. The Central Government, by a notification, has since given notice of its intention to fix the percentage of the rates of employer's special contribution at ¾ per cent. of the total wage bill all over India with an additional ½ per cent., *i.e.*, 1¼ per cent. in all, for employers in Delhi and Kanpur, whose employees will get the benefits and who will accordingly be relieved of the liability under the Workmen's Compensation Act and Maternity Benefit Acts.

The employees, in places where the benefit provisions of the Act apply, shall pay contributions at the rates as shown in column 2 of the table above. Employees at other places will not pay any contributions.

Employees' contribution will be payable in respect of every week for the whole or a part of which an employee is employed and receives his wages. They are also payable in respect of periods of authorised leave ; and for periods of absence from work due to a lock-out or a legal strike, if, in respect of the period covered by such a strike, the employee receives wages in full or in part. The amount of weekly contribution payable in respect of an employee depends on his average wage during that week, the average being obtained by dividing wages earned by the number of days of actual work.

The provisions of Chapter V-A are designed to meet the needs of the transitory period. When it is possible to extend the Act to practically the whole of India, the provisions of this Chapter can be made ineffective by the Central Government and then the contributions shall become payable as in the table above.

Benefits.—The benefits provided under the Act are: (1) sickness benefit ; (2) maternity benefit ; (3) disablement benefit ; (4) dependants' benefit ; and (5) medical benefit.

Sickness Benefit.—The benefit consists of periodical cash payments to an insured person in respect of such days of his sickness in a benefit period as are certified by a duly appointed medical practitioner subject to the insured person satisfying certain conditions laid down in the Act. No benefit is payable for an initial period of two days except in the case of a spell of sickness following at an interval of not more than 15 days, the spell of sickness for which sickness benefit was last paid. The benefit is payable for a maximum number of 56 days in any continuous period of 365 days. The daily rate of benefit payable during any benefit period of six months is to be an amount equivalent to one-half of the sum of the assumed average daily wages as given in a Schedule to the Act. A person in receipt of benefit is required to remain under medical treatment at a dispensary or other medical institution provided under the Act.

Maternity Benefit.—The benefit consists of periodical cash payments at the sickness benefit rate with a minimum of annas twelve a day for all days on which the insured woman does not work for remuneration during a period of 12 weeks, of which not more than 6 weeks should precede the expected date of confinement.

Disablement Benefit.—Disablement benefit is payable for temporary or permanent, partial or total disablement as a result of employment injury, which includes certain occupational diseases, sustained as an insured employee. Roughly, the rate of benefit for temporary disablement is equivalent to one-half of the assumed average wages for a continuous period of 52 weeks immediately preceding the week in which the employment injury occurs ; this is called the full rate The pro-

portion of the full rate at which, and the period for which, the disablement benefit is payable are as follows :—

Nature of disablement	Rate of cash benefit
1. Temporary disablement	During the period of disability at the full rate.
2. Permanent partial disablement ..	At a percentage of full rate as provided in section 4 of the Workmen's Compensation Act, for life.
3. Permanent total disablement ..	At the full rate for life.

Dependants' Benefit.—The benefit consists of periodical payment at the following rates and to the following dependants of an insured person dying as a result of an employment injury sustained as an insured employee :

(a) to the widow during life or until remarriage an amount equivalent to 3/5th of the full rate, that is, the rate at which temporary disablement benefit would have been payable to the deceased insured person. If there are two or more widows the amount payable is to be divided equally among them.

(b) to each legitimate or adopted son, an amount equivalent to 2/5th of the full rate, until he attains 15 years of age.

(c) to each legitimate unmarried daughter, an amount equivalent to 2/5th of the full rate, until she attains 15 years of age or until marriage whichever is earlier.

The benefit to any son or daughter may be continued till the age of 18 if he or she continues education to the satisfaction of the Corporation.

The total sum to be distributed among dependants is not to exceed a sum equal to the full rate.

If none of the above dependants is left behind by the deceased insured person, the dependants' benefit may be paid to a parent or grandparent for life or to certain other dependants for a limited period at such rates as may be determined by the Commissioner appointed under the Workmen's Compensation Act, 1923. In such cases the maximum compensation will be 50 per cent. of the full rate.

Medical Benefit.—An insured person is entitled to medical benefit for any week during which contributions are payable in respect of him or in which he or she is qualified to claim sickness benefit, maternity benefit or disablement benefit. There is also a provision for giving medical benefit under the regulations to persons who cease to pay contribution under the Act. The benefit may be given either in the form

of out-patient or in-patient treatment and attendance in a hospital, clinic, dispensary or other institution or by visits of the insurance doctor to the home of the insured person.

The Act also provides that the Corporation may extend the medical benefit to the family of an insured person.

Adjudication of Disputes.—The Act contains provisions for setting up of Employees' Insurance Courts by State Governments to decide disputes and to adjudicate on claims. By virtue of the amendment Act of 1951 provision has also been made for the setting up of special Tribunals in places where there are no Employees' Insurance Courts to deal with cases arising out of the payment or recovery of employer's special contribution.

Enforcement.—The Act extends to the whole of India except the State of Jammu and Kashmir. Chapters I (Preliminary), II (Corporation, Standing Committee and Medical Benefit Council), III (Finance and Audit), and VIII (Miscellaneous) of the Act were brought into force in all Part A States (former Provinces) and the States of Delhi, Ajmer, Andaman and Nicobar Islands and Coorg with effect from 1st September, 1948. Sections 44 (Returns by employers) and 45 (Inspectors, their duties and functions) of Chapter IV, and Chapter VII (Penalties) of the Act were brought into force with effect from 1st April, 1950 in all Part A States and the States of Delhi, Ajmer, Andaman and Nicobar Islands and Coorg. All the above mentioned provisions were also put into force in the newly created Part C States *viz.*, Himachal Pradesh, Bilaspur, Kutch, Bhopal, Tripura, Vindhya Pradesh and Manipur with effect from 1st December, 1950 and in all Part B States except the State of Jammu and Kashmir with effect from 24th November, 1951. Chapter V-A (Transitory Provisions) of the amended Act has been brought into force in the whole of India except the State of Jammu and Kashmir with effect from 24th November, 1951. Before the Scheme can be implemented at any place by applying the remaining sections of Chapter IV (Contributions), V (Benefits) and VI (Adjudication of Disputes and Claims), it is necessary, (*a*) to frame rules under sections 95 and 96 of the Act by the Central and State Governments respectively, (*b*) to frame regulations under section 97, (*c*) on the part of State Governments concerned to set up and equip dispensaries, hospitals, etc., where the medical treatment and attendance will be provided, and (*d*) to set up and equip with trained personnel the local offices of the Corporation where the insured persons will apply for and receive cash benefits and the Regional Offices through which the Scheme will be administered. The progress so far made is as follows :—

(*a*) The rules to be framed by the Central Government under section 95 of the Act were made final in June, 1950 and published in the *Gazette of India*, dated July, 1, 1950. A set of model rules for adoption by the State Governments under section 96 of the Act was also framed by the Central

Government and forwarded to the State Governments. Some of the States have already framed rules under this section while in some they are under consideration.

(b) The Regulations to be framed by the Corporation under section 97 of the Act were adopted by it at its meeting held in May, 1950. The three sets of draft Regulations, adopted by the Corporation, namely, the Employees' State Insurance (General) Regulations, the Employees' State Insurance Corporation (Staff) Regulations, and the Employees' State Insurance (Provident Fund) Ragulations were published in the *Gazette of India*, dated 14th January, 1950 for comments. The Employees' State Insurance (General) Regulations, 1950 and the Employees' State Insurance (Provident Fund) Regulations, 1951 have since been made final.

(c) and (d) The plan of implementation as approved by the Standing Committee in May, 1950 had to be modified in April, 1951 by the Corporation as a result of the delay in the passage of the amending Act. It is now proposed to implement the Scheme all over the country by stages by July, 1954, starting with Delhi and Kanpur. In Delhi and Kanpur the Scheme was inaugurated on 24th February 1952. According to the present plan the Scheme will be extended to the Punjab in August, 1952, Greater Bombay and Bangalore in January, 1953, Madras, Greater Calcutta, Nagpur and Jabalpur in July, 1953, and thereafter in the remaining places. Regional Offices in Kanpur and Delhi are already functioning. For the collection of special contributions from the employers all over the country, Regional Offices have also been set up in Bombay, Madras and Calcutta. It is proposed to set up Inspection Offices, in all the regions for the collection of special contributions.

The Corporation has agreed to the request of the Bombay Government to adopt the panel system for providing medical care to employees under the Scheme in the State. The Corporation has also decided that where a substantial number of workers demand treatment by systems of medicine other than the allopathic system and where the State Government have recognised the qualifications of doctors following such systems, treatment facilities should be provided in those systems as well. The stamps required for the payment of contributions have been printed and arrangements for their sale through the Imperial Bank of India have been made.

(c) The Coal Mines Provident Fund and Bonus Schemes Act, 1948

One of the recommendations made by the Board of Conciliation (Colliery Dispute) appointed by the Central Government in February, 1947 for collieries in Bihar and Bengal was the institution of a compulsory

provident fund scheme and the payment of attendance bonus to workers. A similar recommendation was made by the Fact Finding Committee appointed in May, 1947 to report on the grant of monetary benefits to colliery workers in Madhya Pradesh. With a view to implementing the recommendations of these bodies the Central Government promulgated an Ordinance in April, 1948. The Ordinance was replaced by the Coal Mines Provident Fund and Bonus Schemes Act passed on 3rd September, 1948. Since its enactment the Act has been amended twice. The first amending Act was passed in December, 1950 to extend the Act to Hyderabad, Mysore and Travancore-Cochin. The only State to which the Act does not apply at present is Jammu and Kashmir. The amending Act also modified the definition of ' employee ' in order to remove certain doubts which were expressed regarding the application of the Act to certain categories of employees. The second amending Act was passed in April, 1951 to clarify the position regarding contributions payable by the employers and to provide for the manner in which contributions due from the defaulting employers may be recovered. The main provisions of the Act are as follows :—

The Act empowers the Central Government to frame a Provident Fund Scheme and a Bonus Scheme for employees in coal mines. The mines to which the scheme will apply are to be notified in the official Gazette.

A Provident Fund Scheme framed under the provisions of the Act may provide for all or any of the matters such as the employees or class of employees who are to join the Fund ; the conditions under which an employee may be exempted from joining the Fund, or from payment of contributions ; rate, time and manner of payment of contributions; the payment by the employers of such sums of money as may be considered necessary to meet the cost of administering the Fund ; constitution of the Tripartite Board of Trustees ; appointment of officers and servants of the Board ; investment of funds ; audit and accounts ; rate of interest payable to members ; etc.

The Coal Mines Bonus Scheme may provide for the payment of bonus dependent on the attendance of an employee in a coal mine during any period ; specify the employees or class of employees who will be eligible for the bonus and the conditions of eligibility, fix the rate at which the bonus will be payable to an employee and the manner in which the bonus will be calculated ; prescribe the conditions under which an employee may be debarred from getting the bonus ; fix the rate at which sums will be set aside by the employer for the payment of bonus and specify the time and the manner of the payment of the bonus ; etc.

The Act lays down that the amount of Provident Fund standing to the credit of any member shall not in any way be capable of being assigned or charged and shall not be liable to attachment under any decree or order of any Court in respect of any debt or liability incurred

by the member. It also lays down that any amount standing to the credit of any member in the Fund at the time of his death and payable to his nominee under the Coal Mines' Provident Fund Scheme shall, subject to any deduction authorised by the said Scheme, vest in the nominee and shall be free from any debt or other liability incurred by the deceased or incurred by the nominee before the death of the member.

For the administration of the Schemes, the Government of India are authorised to appoint Inspectors. Persons contravening the provisions of the Schemes can be punished with imprisonment which may extend to six months or with a fine not exceeding one thousand rupees or with both. Provision has also been made in the Act whereby any Scheme framed under the Act can be put into operation with retrospective effect from any date which may be specified in the Scheme.

In exercise of the powers conferred by the Act the Government of India framed a Coal Mines Bonus Scheme in July, 1948 and applied it to coal mines in West Bengal and Bihar with effect from 21st May, 1947. The Scheme was subsequently extended to coal mines in Madhya Pradesh, Orissa, Rewa, Korea, Talcher and partially excluded areas of West Bengal, Bihar, Madhya Pradesh and Orissa. It applies to all persons getting up to Rs. 300 per month as basic wages but excludes persons employed (*i*) as *mali*, sweepers or domestic servants; (*ii*) in a State Railway coal mine on pay and under conditions of service similar to those obtaining in other Railway establishments; and (*iii*) as labourers of a contractor for building, brick or tile making. At present the employees covered by the Scheme are entitled to get one-third of their basic earnings as bonus. The qualifying period of attendance in each quarter in different States is as follows: West Bengal and Bihar: underground miners and underground piece workers—54 days, others 66 days; Other States: underground miners and underground piece workers—60 days; others—65 days. Table LV shows the number of workers who earned bonus and the amount of bonus paid during 1950-51 in West Bengal, Bihar and Madhya Pradesh.

A Coal Mines Provident Fund Scheme was framed by the Government of India in December, 1948 and was applied in the first instance to coal mines in West Bengal, Bihar, Orissa and Madhya Pradesh. With slight modifications it was later applied to coal mines in Assam, Rewa, Talcher, Korea and partially excluded areas of Madhya Pradesh. The Scheme was also extended to coal mines in partially excluded areas of Bihar, Orissa and West Bengal.* The extension of the Scheme to coal mines in Hyderabad, Saurashtra and Rajasthan is under consideration of Government.

Under the Scheme every employee is required to become a member of the Fund immediately after the end of the quarter following any quarter in which he qualified for a bonus under the Coal Mines Bonus Scheme.

* For dates of application of the Schemes in various areas see previous issues of the Year Book.

In Assam where the Bonus Scheme is not in force the qualifying condition for becoming a member of the Fund is as follows : underground miners and underground piece workers—60 days' attendance, others—65 days' attendance in any quarter. Different rates of contribution have been fixed for persons in different income groups. For monthly rated employees the rate of contribution fixed is annas 10 per month in the case of those receiving up to Rs. 10 and 1/16th of basic wages for those receiving over Rs. 240. In regard to those employees who are not paid on a monthly basis, contributions to the Fund are payable weekly. The rates of contribution vary from annas 2 per week in the case of employees whose basic wages for the week are over Re. 1 and up to Rs. 2 to annas 12 per week in the case of those whose basic wages are over Rs. 11 per week. No contribution is payable in respect of persons whose basic wages in any particular week are up to Re. 1. The employers are required to contribute to the Fund an amount equal to the contribution of the employees. The employers are to pay, in the first instance, both their as well as the workers' contribution but they can recover the latter

TABLE LV

NUMBER OF WORKERS WHO EARNED BONUS AND THE AMOUNT OF BONUS PAID DURING 1950-51 IN CERTAIN STATES*

Quarter ending	No. of collieries submitting returns	No. of workers employed in collieries submitting returns	No. of workers who qualified for bonus	Amount of bonus disbursed
BIHAR—				
June 1950	165	1,20,919	58,178	11,19,898
September 1950	89	79,803	39,799	8,03,150
December 1950	113	89,520	40,981	7,62,199
March 1951	80	73,235	46,909	8,59,876
WEST BENGAL—				
June 1950	93	1,04,814	31,640	5,67,006
September, 1950	42	31,956	10,664	1,92,688
December, 1950	58	48,185	14,244	2,53,878
March, 1951	37	24,344	6,414	1,08,113
MADHYA PRADESH				
June, 1950	45	40,774	14,998	3,16,252
September, 1950	23	27,868	12,363	2,23,652
December, 1950	22	35,718	13,493	2,97,936
March 1951	17	16,164	6,967	1,30,549

*Based on the information supplied by the Regional Labour Commissioner (Central) Dhanbad.

from the wages of the workers. Contributions are to be paid by employers by means of affixing provident fund stamps on contribution cards of workers. These stamps are being sold at certain treasuries and post offices.

The Scheme is being administered by a Board of Trustees constituted by the Central Government under para 3 of the Scheme. A Coal Mines Provident Fund Commissioner has also been appointed by Government who is the Chief Executive Officer of the Fund.

The total amount of contribution realised up to the end of September 1951 was Rs. 242,82,814 as detailed below:

	Rs.
Initial contribution for the period prior to 1st October, 1948	56,18,585
Lump sum contribution	32,35,454
Sale proceeds of contribution stamps	154,28,775
Total ..	242,82,814

Out of this sum Rs. 193 lakhs have been invested—Rs. 35 lakhs in National Savings Certificates and Rs. 158 lakhs in Government securities. On 31st March, 1951, the total membership of the Fund was 3,11,393 out of which 81,365 were dead accounts. By the end of September, 1951 the number of members (including dead accounts) increased to 3·83 lakhs. Members are being allowed interest at $2\frac{1}{2}$ per cent. It is proposed to increase the rate to 3 per cent.

A number of Inspectors have been appointed for the enforcement of the scheme. During the year ending 31st March, 1951, 1,627 coal mines were inspected by the officers and Inspectors of the Fund. From the report of the Coal Mines Provident Fund Commissioner it would appear that almost all the bigger collieries have fully implemented the Scheme. Up to the end of September, 1951, 330 show cause notices had been issued to the defaulting colliery owners and complaints against 150 owners were filed. These prosecutions have produced good results and colliery owners are now observing the provisions of the Scheme properly. It is reported that the Scheme is becoming increasingly popular and tending to make the labour force more stable.

(*d*) The Employees' Provident Fund Act, 1952

With the exception of the coal mining industry there was, till recently, no statutory provision for the institution of a compulsory contributory provident fund for the benefit of workers in any industry in India. In February, 1948 a private member introduced a Bill on the subject in the Constituent Assembly (Legislative). The Bill was, however, withdrawn on an assurance by the Government of India that they would themselves

introduce a comprehensive measure after considering all aspects of the matter. On 15th November, 1951, Government promulgated an Ordinance called the Employees' Provident Funds Ordinance to provide for the institution of provident funds for employees in factories and other establishments. The Ordinance was replaced by the Employees' Provident Fund Act which was passed on 4th March, 1952.

The Act extends to the whole of India except the State of Jammu and Kashmir and applies in the first instance to those factories which employ 50 or more persons and which are engaged in the manufacture or production of cement; cigarettes; electrical, mechanical or general engineering products; iron and steel; paper and textiles. The Central Government are, however, empowered to apply the provisions of the Act to factories in any of the above mentioned industries which employ less than 50 persons and even to factories engaged in any other industry. The Act will not apply to (*a*) factories belonging to the Government or any local authority and (*b*) any infant factory, whether established before or after the commencement of the Act, unless three years have elapsed from its establishment. Power has been given to the appropriate Governments to exempt, subject to certain conditions, (*a*) any factory if the rules of its provident fund with respect to contributions are in conformity with, or are more favourable to the employees than those specified in the Act and if the appropriate Government are satisfied that the provident fund benefits enjoyed by the employees compare favourably with the benefits enjoyed by workers in any factory of a similar character under the Act or any Scheme framed thereunder; (*b*) any class of persons in any factory if the Central Government feel that such persons are entitled to benefits in the nature of old age pensions or gratuity or both, and that such benefits are on the whole not less favourable to such perons than benefits enjoyed by persons employed in any factory of a similar character under the Act or any Scheme framed thereunder.

The Act authorises the Central Government to frame an Employee's Provident Fund Scheme for the establishment of provident funds for employees or for any class of employees and to specify the factories or class of factories to which it shall apply. The Scheme may, *inter alia*, provide for (*i*) the employees or class of employees who shall join the Funds and the conditions under which employees may be exempted from joining the Fund or from making any contribution; (*ii*) the time and manner in which contributions shall be made; (*iii*) the constitution of boards of trustees for the administration of Funds; and (*iv*) the manner in which accounts shall be kept and the moneys belonging to the Fund shall be invested.

The employers' contribution to the Fund has been fixed at 6¼ per cent. of the basic wages and dearness allowance payable to employees. The employees are required to contribute the same amount as contributed by the employers in respect of them. However, if they so desire

and if the Scheme so permits, they can contribute more subject to a maximum of $8\frac{1}{3}$ per cent. of their basic wages and dearness allowance.

The Act declares that the amount standing to the credit of any member in the Fund shall not in any way be capable of being assigned or charged and shall not be liable to attachment under any decree or order of any Court in respect of any debt or liability incurred by the member. Even official assignees appointed under the Presidency Towns Insolvency Act, 1909 and receivers appointed under the Provincial Insolvency Act, 1920 are not entitled to, or can have any claim on, any such amount. The Act further provides that any amount standing to the credit of any member in the Fund at the time of his death and payable to his nominee under the Scheme shall, subject to any deduction authorised by the said Scheme, vest in the nominees and shall be free from any debt or other liability incurred by the deceased or by the nominee before the death of the member.

No employer can, by reason only of his liability for any contribution payable under the Act, reduce, directly or indirectly, the wages of any employee, or, except as provided by any Scheme, discontinue or reduce any benefit (similar to any benefit conferred by the Act or by any Scheme framed thereunder) to which the employee is entitled under the terms of his employment.

The Act provides that all provident fund schemes in existence in factories on 15th November, 1951 shall be continued without any modifications till a regular Scheme framed under the Act is applied to them. On application of the regular Scheme the accumulation standing to the credit of the employees is to be transferred to the new Fund.

In order to secure proper enforcement of the Act, provision has been made for the appointment of Inspectors by the appropriate Governments and for the punishment of defaulters and infringers of the law.

Government have set July 1, 1952 as the target date for the commencement of the Provident Fund Scheme. A draft Scheme was prepared by the Ministry of Labour and was discussed at the meeting of the representatives of the State Governments and the Ministry of Labour which was held in New Delhi on 29th March 1952. Government are now preparing a final Scheme in the light of the discussions at the meeting.*

(e) Maternity Benefit Acts

The first Maternity Benefit Act was passed by the Bombay Government in 1929 and the Madhya Pradesh Government followed suit the next year. Similar Acts were subsequently passed in Madras (1934), U.P. (1938), Bengal (1939), the Punjab (1943) and Assam (1944). In Bihar a Maternity Benefit Act was passed in 1945 and was re-enacted with slight changes in 1947. The Bombay Act was, with certain modifications, extended to Ajmer in 1932 and to Delhi in 1937. The Assam Act was amended in August 1951 to increase the rate of benefit payable to

* A Scheme has since been framed and published in the *Gazette of India Extraordinary*, dated April 16, 1952 for eliciting public opinion.

women employed in plantations. The Government of the Punjab propose to amend the Act to extend it to all factories covered by the Factories Act, 1948 and to entitle women to claim maternity benefit in cases of miscarriage and abortion also. A Bill on the subject was published in the *Punjab Government Gazette, Extraordinary*, dated 17th February 1951. The Government of Orissa have introduced a Bill* on the subject in the State Legislature. The Bill is at present under consideration of a Select Committee.

Among the Part B States, Acts on the subject were passed by the Governments of Cochin in 1936, Mysore in 1937, Hyderabad in 1940 and Travancore in 1943. The Acts passed by the Governments of Travancore and Cochin are at present in force in the respective areas of the two States in the Travancore-Cochin State. The Bombay Maternity Benefit Act was adapted by the Government of Saurashtra in 1948 and Madhya Bharat in 1949.

For the benefit of women employed in mines the Central Government passed the Mines Maternity Benefit Act in 1941.

The following are the main provisions of the Central and State Acts :—

Scope.—In Bombay, Madhya Pardesh, Assam, Mysore and Hyderabad the Acts apply to women employed in all regulated factories. The Bombay Act, however, applies only to certain notified districts and towns. Other State Acts apply to women employed in non-seasonal factories only. Till recently, only women employed in plantations in Assam were entitled to maternity benefit. In October, 1948 the Government of West Bengal passed a separate Act known as the West Bengal Maternity Benefit (Tea Estates) Act, 1948 for extending maternity benefits to women employed in tea factories and plantations in the State. The Mines Maternity Benefit Act applies to women employed in mines covered by the Indian Mines Act, 1923.

Qualifying Conditions and Rate of Benefit.—The tabular statement on the next page shows the qualifying period, the period of benefit and the rate of benefit in the different States and under the Mines Maternity Benefit Act.

Additional Benefits.—Only four Acts, namely the Mines Maternity Benefit Act and the Assam, Bihar and U.P. Acts provide for some additional benefits which take the form of free medical treatment, maternity bonus, provisions of creches, additional rest intervals, etc. Of these, the Assam Act merely provides free medical aid during the period of confinement. The Mines Maternity Benefit Act provides for the payment of bonus not exceeding Rs. 3 to women but the obligation to pay this bonus does not arise in case of those employers who provide free services of a qualified midwife or other trained persons. Both in Bihar and U.P.,

* The Orissa Maternity Benefit Bill, 1951 published in the *Orissa Gazette*, dated July 20, 1951.

TABLE LVI

MATERNITY BENEFIT PAYABLE UNDER VARIOUS ACTS

Name of Act	Qualifying period	Period of benefit (weeks)	Amount of benefit
1. Assam Maternity Benefit Act, 1944	150 days' service during the period of 12 months immediately preceding the date of notice.	8	Plantations— Re.-/11/6 per day in addition to usual food concessions.
	Nil in the case of immigrant women if pregnant at the time of arrival in Assam.		Other *industries*— Average weekly earnings subject to a minimum of Rs. 2 per week.
2. Bihar Maternity Benefit Act, 1947.	6 months' service preceding the date of notice.	8	Average daily earnings or As. 8 per day whichever is greater.
3. Bombay Maternity Benefit Act, 1929	9 months' service preceding the date of notice.	8	As. 8 per day in the cities of Bombay and Ahmedabad and elsewhere at the rate of average daily earnings or As. 8 per day whichever is less.
4. Central Provinces Maternity Benefit Act, 1930.	Do.	8	Average daily earnings or As. 8 per day whichever is less.
5. Cochin Maternity Benefit Act, 1938.	12 months' service preceding the date of notice.	8	As. 8 per day.
6. Hyderabad Maternity Benefit Act, 1940.	9 months' service preceding the date of notice.	12	As. 12 per day.
7. Madras Maternity Benefit Act, 1934.	240 days' service during the period of one year immediately preceding the date of notice.	7	As. 8 per day.
8. Punjab Maternity Benefit Act, 1943.	9 months' service preceding the date of delivery.	60 days	Average daily earnings or As. 12 per day whichever is greater.
9. Travancore Maternity Benefit Act, 1943.	9 months' service preceding the date of notice.	8	As. 8 per day.
10. U. P. Maternity Benefit Act, 1938.	6 months' service preceding the date of notice.	8	Average daily earnings or As. 8 per day whichever is greater.

TABLE LVI—*contd.*

Name of Act	Qualifying period	Period of benefit (weeks)	Amount of benefit
11. (*a*) Bengal Maternity Benefit Act, 1939.	9 months' service preceding the day of delivery.	8	Average daily earnings or As. 8 per day whichever is greater.
(*b*) West Bengal Maternity Benefit (Tea Estates) Act, 1948.	150 days' employment in the 12 months immediately preceding the expected day of delivery.	12	Rs. 5-4-0 per week (wholly in cash or partly in cash and partly in kind).
12. Mysore Maternity Benefit Regulation, 1937.	9 months' service preceding the date of notice.	8	Average daily wage or As. 8 per day whichever is less.
13. Mines Maternity Benefit Act, 1941.	6 months' service preceding the day of delivery.	8	As. 12 per day.

NOTE.—As a result of the decision reached at the Tripartite Conference held at Delhi in January, 1947, the United Planters' Association of Southern India made the following recommendations in respect of South India plantations :—

Rate of benefit.—Annas 12 per day including the value of food concessions.

Period of benefit.—8 weeks.

These recommendations took effect from 15th February 1947.

a woman worker who avails herself of the services of a qualified midwife or a trained woman health visitor at the time of her confinement is entitled to a bonus of Rs. 5. These two Acts also provide that if a woman worker employed in a factory has a child of less than one year of age she shall be entitled to two intervals for rest of half an hour each—one in the forenoon and the other in the afternoon—at such times as she thinks fit, in addition to the usual interval of one hour allowed by the Factories Act. However, if the employer maintains a creche at the factory, two additional intervals to which the woman worker is entitled will be of a quarter of an hour each. The Bihar and U.P. Acts further provide that every employer, in whose factory fifty or more women are employed or where not less than 25 per cent. of the workers employed are women and the number of such women is not less than ten, shall set apart a room in the factory premises for use as a creche for the children of women employed in the factory ; he shall also employ a female attendant thereat to look after such children. Lastly, in case of miscarriage the U.P. Act provides for three weeks' leave with pay from the day of miscarriage.

Safeguards and Penalties.—Provision exists in the Acts for protection of women against dismissal by the employers to avoid liability of payment. A woman worker cannot be discharged during the period of

maternity leave. Employment of women during maternity leave is a penal offence but the Assam Act permits such employment provided it is on light work during the four weeks preceding the date of childbirth. Similarly, the West Bengal Maternity Benefit (Tea Estates) Act permits employment of women on light work during the six weeks before confinement if certified fit to do such work by the prescribed medical practitioner.

Administration of the Acts.—The administration of the Acts in all the States is the responsibility of the Factory Inspectorates. Prior to 30th May, 1948 the administration of the Mines Maternity Benefit Act in all mines was the responsibility of the Chief Inspector of Mines but since then the administration of the Act in coal mines has become the responsibility of the Coal Mines Welfare Commissioner. Rules framed under these Acts require employers to furnish annual returns showing the number of claims made, the number of claims paid and the total amount of benefit paid during the year. The information contained in these returns is analysed by the Chief Inspectors of Factories in the various States and published in annual reports. The following table gives details regarding maternity benefits paid during the year 1950 in some of the States and in mines.

TABLE LVII

MATERNITY BENEFIT PAID IN DIFFERENT STATES AND IN MINES DURING THE YEAR 1950

State	Average daily number of women employed	Number of women who claimed maternity benefit	Number of women who were paid maternity benefit in full or in part	Number of cases in which a bonus was given or maternity benefit was paid for miscarriage or death	Total amount paid (Rs.)
Ajmer	1,336	47	39*	..	990
Assam	2,12,463	45,652	44,339	..	17,14,707
Bihar	11,535	1,028	944	83	64,314
Bombay	47,108	4,671	4,530	..	1,81,132
Delhi	511	16	14†	..	428
Madhya Pradesh	5,256	600	581	..	27,348
Madras	88,526	3,723	3,249	..	1,36,181
Punjab	1,640	15	15	..	634
Uttar Pradesh	1,352	94	73	11	3,587
West Bengal‡	54,875	4,539	4,505	..	4,77,670
Mines	93,899	6,437	6,325§	1,706	2,38,125

* 8 Cases are pending.

† Includes one case of 1949. Two cases of 1950 are pending.

‡ Information relates to 1949.

§ The figure includes 180 cases in which the first instalment of benefit was paid in 1949.

10. Industrial Relations

CENTRAL ACTS

(a) The Indian Trade Unions Act, 1926

The Act was passed in March, 1926 and was put into force on 1st June, 1927. Although two amending Acts were passed in 1928 and 1942, no major change was introduced in the Act till 1947. In 1947 an amending Act was passed which provided for compulsory recognition of representative unions by the employers and listed certain practices as unfair practices on the part of employers and certain others as unfair practices on the part of the recognised unions. These provisions of this Amendment Act have, however, not been put into force. The main provisions of the Act as amended are as follows :—

Registration.—Any seven or more members of a trade union can apply to the Registrar appointed under the Act for registration of the union and can be granted a certificate of registration provided that they satisfy the requirements in regard to the rules as laid down in section 6 of the Act. At least half of the total number of the office-bearers of a registered union must be persons actually engaged in the industry to which the union belongs. Under certain circumstances the Registrar of Trade Unions is authorised to withdraw or cancel the registration. The Act, however, contains a provision for an appeal against the Registrar's decisions.

Rights and Privileges of Registered Trade Union.—The officers and members of a registered trade union are given protection against criminal proceedings in respect of any agreement for the purpose of furtherance of any legal object of the union. They are also protected from civil suits in respect of any act done in contemplation or furtherance of a trade dispute if the plea is only that such act induces some other persons to break a contract of employment, or that it is in interference with the trade, business or employment of some other persons.

Obligations and Liabilities of Registered Trade Unions.—The utilisation of the general fund of a registered trade union is limited to objects specified in section 15 of the Act. However, for the promotion of civil and political interests of its members, the unions can constitute a separate political fund. Registered unions are required to submit annual returns in prescribed forms to the Registrar with a duly audited statement of receipts and expenditure during the year. They are also required to keep account books open for inspection by an officer or member of the union. Any changes in the name, constitution and rules of the union as well as changes of office bearers have to be notified to the Registrar.

Recognition of Trade Unions.—The Act authorises the Central Government in the case of central undertakings, major ports, mines and

oilfields and State Governments in other cases to appoint Labour Courts, to hear and decide disputes arising out of refusal of employers to recognise any particular union. No union is entitled to recognition by an order of the Labour Court unless (1) it is registered under the Act; (2) all its ordinary members are workmen employed in the same industry or in industries closely allied to or connected with one another; (3) it is representative of all the workmen employed by the employer in that industry or those industries; (4) its rules do not provide for the exclusion from membership of any class of workmen employed by the employer in that industry or those industries; (5) its rules provide for the procedure for declaring a strike; and (6) its rules provide that a meeting of its executive shall be held at least once in every six months.

Where a union has been recognised by an employer under orders of the Labour Court, the employer or the Registrar can apply to the Court for the withdrawal of recognition on the ground (1) that the executive or members of the union have committed any unfair practice, or (2) that the union has ceased to be representative of the workers, or (3) that the union has failed to submit returns required under the Act. The Act provides that after hearing the union, if the Court is satisfied that the union is no longer fit to be recognised, it may withdraw the recognition.

The executive of a recognised union is entitled to negotiate with the employer in respect of matters connected with the employment or non-employment or terms of employment or the conditions of labour of all or any of its members and to display notices of the union in any premises where its members are employed.

Unfair Practices.—Under the Act the following have been declared to be unfair practices on the part of a recognised union: (1) for a majority of the members to take part in an irregular strike; (2) for the executive of the union to advise, support or instigate an irregular strike; and (3) for an officer of the union to submit returns containing false statements. It is deemed to be an unfair practice on the part of the employer: (1) to interfere in any way with the rights of his workmen to organise a trade union or to engage in concerted activities for the purpose of mutual aid or protection; (2) to interfere with the formation or administration of any trade union or to contribute financial or other support to it; (3) to discharge or otherwise discriminate against—(*a*) any officer of a recognised trade union because of his being such an officer, (*b*) any workman because he has made allegations or given evidence in any enquiry or proceeding under the Act; and (4) to refuse to negotiate with the recognised union or to deny privileges granted by the Act to the recognised union. Any employer who commits any unfair practice can be punished with a fine which may extend to one thousand rupees. For recognised unions committing unfair practices the penalty prescribed is the withdrawal of recognition.

*Administration.**—The Act applies to the whole of India except the State of Jammu and Kashmir†. The Government of Jammu and Kashmir passed a separate Act on the subject in April 1950. This Act closely follows the Central Act.

The Indian Trade Unions Act is administered by the State Governments who are required to appoint Registrars of Trade Unions. In order to check the growth of unhealthy unions and to promote their development on healthy lines Government propose to revise and consolidate the existing Act. A Bill for the purpose was introduced in Parliament in February 1950 and at present it is under consideration of Parliament‡.

(*b*) The Industrial Employment (Standing Orders) Act, 1946

This Act extends to the whole of India except the State of Jammu and Kashmir§ and applies to all industrial establishments employing 100 or more persons. It authorises the Central and State Governments to extend its scope to any other class or classes of industrial establishments or to exempt any such establishment or class of establishments from any or all provisions of the Act. The Act, however, does not apply to those industries to which the provisions of Chapter V of the Bombay Industrial Dispute Act, 1938, applied. Under the Act every employer is required to submit to the Certifying Officer, within six months of the application of the Act, five copies of the draft Standing Orders which he proposes to adopt along with the prescribed particulars regarding the workmen employed and the name of the trade union to which they belong. These Orders are required to provide for certain matters laid down in the schedule to the Act.|| The Certifying Officer certifies these Orders after taking into consideration the objections of the employer and employees. Persons aggrieved by the decision of the Certifying Officer can prefer an appeal to the Industrial Court or such Appellate Authority as may be set up for the purpose. For failure to submit draft Standing Orders or for the contravention thereof, an employer is punishable with a fine.

The Act lays down that the functions of the Certifying Officers will be discharged by the Labour Commissioner, where one is appointed, or by an officer appointed for the purpose by the appropriate Government. The following tabular statement gives particulars regarding the Certifying Officers and the Appellate Authorities appointed in different States.

* For statistics relating to trade unions see section on Trade Unions, Chapter IV pp. 160—173.

† The Act was extended to all Part B States except Jammu and Kashmir by the Part B States (Laws) Act, 1951. The existing laws on the subject in these States were repealed.

‡ For main provisions of the Bill see 1949-50 issue of the *Year Book*, pages 116-17.

§ The Act was extended to all Part B States except the State of Jammu and Kashmir by the Part B States (Laws) Act, 1951.

|| For details see page 81 of the *Indian Labour Year Book*, 1946.

State	Certifying Officer	Appellate Authority
1. Assam . .	Labour Commissioner	Development Commissioner.
2. Bihar . .	Do.	Shri Hemanta Kumar Choudhary, Additional District and Sessions Judge.
3. Bombay . .	Do.	Industrial Court.
4. Madhya Pradesh	Do.	Provincial Court constituted under the C.P. Industrial Disputes Settlement Act, 1947.
5. Madras . .	Do.	Industrial Tribunals.
6. Orissa . .	Chief Inspector of Factories	District Judges of Cuttack, Sambalpur, Ganjam-Puri and Additional Sessions Judge of Koraput.
7. Punjab . .	Labour Commissioner	Industrial Tribunal.
8. Uttar Pradesh .	Do.	Industrial Court, Allahabad (constituted under the Presidentship of Shri Radha Mohan, I.A.S.)
9. West Bengal .	Do.	Commissioner for Workmen's Compensation—for Calcutta and its suburbs. For Districts—the District Judges.
10. Mysore . .	Do.	Industrial Tribunal, Bangalore.
11. Rajasthan .	Do.	Shri K. L. Bapna, Prime Judge, Rajasthan High Court.
12. Ajmer . .	Labour Officer	Deputy Commissioner.
13. Bhopal . .	Do.	Secretary, Development and Re-organisation Department.
14. Bilaspur . .	Collector and Additional District Magistrate, Bilaspur.	Chief Commissioner.
15. Coorg . .	Assistant Commissioner and District Magistrate, Coorg.	Do.
16. Delhi . .	Labour Officer	Director of Industries and Labour.
17. Himachal Pradesh. . .	Deputy Commissioner	Chief Commissioner.
18. Kutch . .	State Engineer, Kutch, Bhuj.	District Judge, Kutch, Bhuj.
19. Manipur . .	Registrar of Co-operative Societies, Manipur.	Deputy Commissioner, Manipur.
20. Tripura . .	Divisional Officers	Secretary Department of Labour.
21. Vindhya Pradesh	Deputy Commissioner	Secretary to the Chief Commissioner in Commerce and Industries Department.

For Central undertakings, the Government of India have appointed the Chief Labour Commissioner (Central) to exercise the functions of the Appellate Authority and the Regional Labour Commissioners (Central)

of Kanpur, Calcutta, Bombay, Dhanbad, Madras, Nagpur and Ajmer to perform the duties of Certifying Officers.

The Government of Uttar Pradesh have extended the Act to all member establishments of the Employers' Associations of Northern India, electric supply undertakings, water works and industrial establishments engaged in the glass industry. By a notification issued in November 1950, they have directed that the Act shall apply to all industrial establishments in the State employing less than 100 workers if the employers concerned voluntarily apply for certification of the Standing Orders*. In May 1949 the Government of Assam extended the Act to all industrial establishments in the State, except mines, quarries, oilfields and railways, in which ten or more workers were employed.

The following tabular statement shows the progress of certification of Standing Orders in different States in 1950.

TABLE LVIII

WORKING OF THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT 1946 DURING 1950

State	Estimated number of establishments to which the Act applied	No. of applications for certification or modification of Standing Orders		No. of applications disposed of during the year	Total number of establishments having certified standing orders on 31-12-50	Total number of establishments having certified standing orders on 31-12-49
		Pending at the commencement of the year	Received during the year			
Assam	638†	55	7	6	561	555
Bihar	180@	74	26	48	85	37
Bombay	556	138	88	10	10	Nil
Madhya Pradesh.	115	..	11	11	11	..
Madras	739	245	196	293	566	273
Orissa	22	6	2	5	7	2
Punjab	130	3	69	16	16	Nil
Uttar Pradesh.	701§	346	100	65	413‖	348‖
West Bengal	1,131	191	96	182	872	690
Ajmer	6	1		1	6	5
Coorg	77	4	11	15	76	61
Delhi	34	10	1	3	21	18
Central sphere undertakings.	1,424	73	116	62	375	313

* Notification No. 2828 (LL)/XVIII-459(LL)-50 dated 15th November, 1950.

† Including 149 establishments employing less than 100 workers but covered by Act under Section 1(3).

@ Approximate.

§ Including 422 establishments employing less than 100 workers but covered by the Act under Section 1(3).

‖ This includes 56 sugar factories whose standing orders were certified under the Act but in respect of whom exemption was subsequently granted as their standing orders were settled under the Uttar Pradesh Industrial Disputes Act, 1947.

During the year 1950 there was a slight improvement in the progress of certification. This was largely due to sterner attitude adopted by the State Governments. Most of the reports submitted by the State Governments on the working of the Act point out that defective drafts submitted by the employers are largely responsible for the delay in certification. The West Bengal Government attribute the slow progress to (*i*) absence of powers of the Certifying Officer to adjudicate upon the fairness and reasonableness of the provisions of the draft Standing Orders, and (*ii*) want of executive powers to take legal action against the employers who intentionally adopt dilatory tactics. The Chief Labour Commissioner (Central) also has commented upon the absence of powers of the Certifying Officers and the Appellate Authority to adjudicate upon the fairness or reasonableness of the provisions of the Standing Orders. He has stated that the absence of such power has generally worked against the interests of labour. He has also pointed out that while the Act authorises employers to secure amendment of the Standing Orders by submitting application, the workers or their unions have not been provided with specific right to move for the amendment. He has remarked: "This has worked harshly against the workers, as they can secure modification only by forcing the issue as an industrial dispute and securing an agreement in conciliation or an award from a tribunal. The workers have been claiming that they should be allowed to move the Certifying Officer for an amendment of the Standing Orders, should this be found necessary"

(c) The Industrial Disputes Act, 1947

The Act was passed in March 1947 to replace the Trade Disputes Act of 1929. It was amended in 1949, 1950, 1951 and 1952. In 1950 an Act known as the Industrial Disputes (Appellate Tribunal) Act was passed to make provision for the establishment of a Labour Appellate Tribunal. This measure necessitated amendment of the Industrial Disputes Act and hence certain consequential amendments were made in the Act. The Government also utilised the opportunity for introducing certain other changes and for extending the Act to all Part B States except Jammu and Kashmir. On 5th June 1951 Government introduced a Bill called the Industrial Disputes (Amendment and Temporary Provisions) Bill in Parliament to amend the Act. The Bill was introduced largely as a result of the Supreme Court's judgment declaring the awards of the All-India Industrial Tribunal (Bank Disputes) as void. It sought to ensure that pending the final settlement of the dispute between banks and their employees, the employees continue to get whatever pay and allowances they were getting immediately before the awards were declared as void. The Bill was passed into an Act on 26th June, 1951. The Act was amended again by the Industrial Disputes (Amendment) Ordinance which was promulgated on 5th December, 1951.* By virtue

* The Ordinance has now been replaced by the Industrial Disputes (Amendment) Act, 1952.

of this amendment the powers of Government to refer disputes to Boards of Conciliation, Courts of Inquiry or Industrial Tribunals were widened.

In order to foster the spirit of joint consultation between the employers and employees the Act provides for the setting up of Works Committees. It authorises the appropriate Governments* to order any employer employing 100 or more workers to set up a Works Committee consisting of the representatives of the employer and workers in his establishment. The function of the Committee is to promote harmonious relations between employers and employees.

The Act also empowers the appropriate Governments to appoint Conciliation Officers for any specified area or industry and to constitute Boards of Conciliation, Courts of Enquiry and Industrial Tribunals for the settlement of industrial disputes. Reference of disputes to Boards, Courts or Tribunals is at the discretion of the Government concerned but if both parties to a dispute, either jointly or separately, apply for such a reference it is obligatory on the part of Government to refer the dispute to a Board, Court or Tribunal, as the case may be. If a dispute relates to a public utility service and notice of strike or lockout is given, then it becomes obligatory for Government to refer the dispute to a Tribunal. The Government, however, may not make such a reference if they are satisfied that the notice was not *bona fide*. By virtue of the Ordinance promulgated on 5th December, 1951 Government are empowered to include any other undertaking in any adjudication proceedings relating to any particular undertaking irrespective of the fact whether a dispute exists in such undertaking if they are satisfied that the dispute is of such nature that such undertaking is likely to be interested in, or affected by, the dispute.

The Act makes it compulsory for Government to refer all disputes relating to public utility services for conciliation but in the case of other disputes the Government can exercise their discretion. If an agreement is reached in the course of conciliation proceedings it becomes binding on the parties and becomes effective from the date agreed upon or from the date on which it is signed by the parties. The agreement remains binding for the period agreed upon by the parties, or if no such provision exists in the agreement, for a period of six months. Even after the expiry of the period of six months, it continues to be binding until the expiry of two months from the date on which a notice in writing of an intention to terminate the settlement is given by one party to the other. If no agreement is reached, the Conciliation Officer or the Board of Conciliation, as the case may be, is required to submit a full report to the appropriate Government stating the steps taken to bring about a settlement as also the causes responsible for the failure of the conciliation proceedings. The Board of Conciliation is also required to give in its report its recommendations for the settlement of the dispute.

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* The Act declares the Central Government to be the appropriate Government in the case of Railway Administration, Central undertakings, banking and insurance companies, mines, oilfields and major ports. In the case of all other establishments it declares State Governments to be the appropriate Governments.

On receipt of the report of the Conciliation Officer or the Board, the Government concerned may refer the dispute to an Industrial Tribunal for adjudication. While no specific qualifications have been prescribed by the Act for persons to be appointed as members of the Board of Conciliation it lays down that every member of the Industrial Tribunal must be an independent person and must be a person who is or has been a judge of a High Court or a District Judge or who is qualified for appointment as a judge of a High Court. By virtue of the amending Act passed in 1951 the Act now provides that where a Tribunal consists of two or more persons, every member, except the Chairman, shall possess such qualifications as may be prescribed by Government. The amending Act also authorises Government to appoint any person who possesses special knowledge of banking or insurance as a member of a Tribunal which is dealing with disputes affecting any banking or insurance company. In the case of Boards the Act only provides that they shall consist of an independent Chairman and two or four other members representing in equal numbers the parties to the dispute.

All awards of Tribunals become binding on the parties on the expiry of 30 days from the date of their publication, and where there is no provision for publication, on the expiry of 30 days from the date on which they are made. The appropriate Governments are, however, empowered to reject or modify, before the expiry of 30 days mentioned above, those awards which are not appealable and in which they are a party to the dispute, if they feel that it would be inexpedient on public grounds to give effect to the whole or any part of such awards. In all such cases they are required to place the award together with their reasons for rejecting or modifying the same before the Legislature concerned.

The normal period of operation of an award has been fixed by the Act to be one year. The appropriate Governments are, however, empowered to reduce this period. They are also empowered to extend the period of operation by any period not exceeding one year at a time subject to the condition that the total period of operation of any award does not exceed 3 years. The Act further provides that all awards shall continue to be binding on the parties even after the stipulated period of operation until a period of 2 months has elapsed from the date on which notice is given by any party bound by the award to the other party or parties intimating its intention to terminate the award.

The appropriate Governments are empowered to prohibit the continuance of any strike or lockout if the dispute has been referred to a Board or Tribunal. The Act declares strikes and lockouts in public utility services to be illegal if they are commenced or declared without giving a notice in the prescribed manner or during the pendency of conciliation proceedings before a Conciliation Officer and seven days after the conclusion of such proceedings. All strikes and lockouts, whether in public utility services or not, are also deemed to be illegal if commenced or declared during the pendency of (*i*) conciliation proceedings before a

Board and 7 days after the conclusion of such proceedings ; (*ii*) proceedings before a Tribunal and two months after the conclusion of such proceedings ; and (*iii*) during any period in which a settlement or award is in operatiton, in respect of the matters covered by the settlement or award. Continuance of a strike or a lockout is not illegal if it existed prior to the reference of the dispute to a Board or Tribunal provided that such a strike or lockout was not in contravention of the provisions of the Act when it commenced or its continuance was not prohibited by the Government concerned. A strike or a lockout declared in consequence of an illegal lockout or strike is also not illegal. Financial aid in direct furtherance of an illegal strike or lockout is prohibited and is punishable under the Act.

The Act provides that during the pendency of any proceedings no employer shall alter the conditions of service to the prejudice of the workmen concerned with the dispute, nor shall he dismiss or punish any such workman without obtaining the written permission of the Conciliation Officer, Board of Tribunal, etc., as the case may be. Employees aggrieved by an act of contravention of this provision of the Act are authorised to lodge a complaint with the Industrial Tribunal and the Tribunal is empowered to deal with the complaint as if it were a dispute referred to or pending before it.

In any proceedings under the Act the workers are authorised to be represented by an officer of a registered trade union of which they are members or an officer of a federation of trade unions to which their trade union is affiliated. Where workers are not members of any trade union, they are authorised to be represented by an officer of any trade union connected with, or by any workman employed in, the industry in which they are employed. The employers are entitled to be represented by an officer of the Association of which they are members or an officer of a federation of Associations of employers to which their Association is affiliated. Those employers who are not members of any Association are entitled to be represented by an officer of any Association of employers connected with, or by any other employer engaged in, the industry in which the employers are engaged. The parties are not entitled to be represented by legal practitioners in any proceedings before a Court. Any party can be represented by a legal practitioner in any proceedings before a Tribunal only if it obtains the consent of the other party and if the Tribunal permits it to be so represented. The Act grants protection to workers refusing to take part in illegal strikes or lockouts and prescribes penalties for breaches of the Act. Any money due from employers under any award can be recovered from them in the same manner as arrears of land revenues or as public demand. The Tribunals are empowered to award, at their discretion, costs of, or incidental to, any proceedings before them and such costs are recoverable in the same way.

The Government of India have also promulgated certain Ordinances and passed certain Acts to supplement the provisions of the Industrial

Disputes Act, 1947 and to meet certain special requirements. To remove the difficulties created by the piece-meal adjudication of disputes in banking and insurance companies having branches in more than one State, the Central Government promulgated an Ordinance known as the Industrial Disputes (Banking and Insurance Companies) Ordinance in April, 1949. This Ordinance amended the Act in order to include banking and insurance companies in the list of undertakings for which the Central Government alone was competent to constitute Boards, Courts or Tribunals. The Ordinance prohibited State Governments from referring any industrial dispute concerning banking and insurance companies which had their branches or other establishments in more than one State for adjudication, enquiry or settlement and provided for abatement of proceedings relating to such disputes pending before Tribunals appointed by State Governments. It also empowered the Central Government to refer all disputes relating to banking and insurance companies in respect of which awards or decisions had already been made by any Adjudicator to the Tribunals constituted by them for the purpose of re-adjudication. In excercise of the powers conferred by this Ordinance, the Central Government constituted an Industrial Tribunal in June, 1949 and referred disputes relating to various banking companies to it. In December, 1949, this Ordinance was replaced by an Act called the Industrial Disputes (Banking and Insurance Companies) Act, 1949.

On 13th June, 1949, the Central Government promulgated another Ordinance known as the Industrial Tribunals Payment of Bonus (National Savings Certificates) Ordinance, 1949. This Ordinance was largely the result of the recommendations made by the Industrial Court, Bombay in its award relating to the payment of bonus for the year 1948 to the employees of cotton mills in Bombay City. The Ordinance authorised Industrial Tribunals to direct the payment of a maximum of 50 per cent. of bonus, which may become payable under the award, in the shape of National Savings Certificates. It also contained certain special provisions regarding the payment of bonus for the year 1948 awarded by the Industrial Court for the employees of the cotton mills in Bombay City. Certain minor changes in the Ordinance were introduced by an amending Ordinance which was promulgated on 25th June, 1949.*

Some of the State Governments have passed certain amending Acts to amend the Central Act in its application to their States. In order to remove certain legal difficulties created by a judgment† of he Madras High Court, the Madras Government passed an amending Act known as the Industrial Disputes (Madras Amendment) Act in April, 1949. The amending Act declares that all proceedings taken, awards made or acts done either before or after the commencement of the Act by any Industrial Tribunal constituted by the Madras Government shall not be questioned by any Court on the ground that the Tribunal was not constituted in

* For more details regarding the two Ordinances see the 1948-49 issue of the *Year Book*, pp. 102-103.

† For details see the 1948-49 issue of the *Year Book*, p. 103.

accordance with the provisions of the Industrial Disputes Act, 1947 or the dispute to which the award, etc., relates was not referred in accordance with such provisions. It also provides that where a Tribunal has been constituted for adjudication of disputes in any specified industry or industries and a dispute exists or is apprehended in any such industry, the employer or a majority of the workmen may refer the dispute to that Tribunal. Under the Industrial Disputes Act, 1947, the power of the appropriate Government to declare any industry as a public utility service is restricted to industries specified in the schedule to the Act. The amending Act removes this restriction and empowers the Madras Government to declare any industry to be a public utility service for purposes of the Act.

Consequent upon the amendment of the Central Act in June 1951 the Government of Uttar Pradesh passed the Industrial Disputes (Uttar Pradesh Amendment) Act in October 1951. The Act was passed to remove certain legal difficulties as it was felt that in certain respects the Tribunals appointed or to be appointed in U. P. did not or will not fulfil all the requirements of the Central Act.

(*d*) THE INDUSTRIAL DISPUTES (APPELLATE TRIBUNAL) ACT, 1950

With a view to constituting an authority empowered to review the decisions of adjudicators, etc., appointed under the Central and State Acts and to co-ordinate their activities the Government of India introduced the Industrial Disputes (Appellate Tribunal) Bill in the Constituent Assembly (Legislative) in December, 1949. The Bill was passed into an Act on 20th May, 1950. The Act provides for the establishment of a Labour Appellate Tribunal and makes certain incidental charges in the existing laws, Central as well as State, relating to industrial disputes. The main changes introduced by the Act in the Industrial Disputes Act, 1947, have been mentioned in the section relating to the Industrial Disputes Act. The following are the other important provisions of the Act.

The Act applies to the whole of India except the State of Jammu and Kashmir. It authorises the Central Government to constitute a Labour Appellate Tribunal for hearing appeals from awards or decisions of Industrial Tribunals, Courts, Wage Boards, and other statutory bodies set up under Central or State enactments for the adjudication of industrial disputes. The Appellate Tribunal is to consist of a Chairman and such number of other members as the Government may, from time to time, think fit to appoint. The Chairman of the Appellate Tribunal is authorised to constitute as many Benches of the Appellate Tribunal as he may consider necessary for the purpose of carrying out the functions and exercising the powers of the Appellate Tribunal. Each Bench is to consist of not less than two members, one of whom is to be appointed as the President.

The Appellate Tribunal is empowered to hear appeals from any award or decision of an adjudicating authority if (*i*) the appeal involves any substantial question of law, or (*ii*) the award or decision relates to (*a*) wages, (*b*) bonus or travelling allowance, (*c*) employers' contribution to any pension or provident fund, (*d*) any sum paid or payable to, or on behalf of, the workman to defray special expenses entailed on him by the nature of his employment, (*e*) gratuity payable on discharge, (*f*) classification by grades, (*g*) retrenchment, and (*h*) any other matter which may be prescribed by rules made under the Act. No appeal, however, can be preferred by any party (*i*) from any award made by the Industrial Tribunal appointed by the Government of India in June, 1949 to decide industrial disputes in banking companies, or (*ii*) from any award or decision of an Industrial Tribunal made with the consent of parties, or (*iii*) from any settlement arrived at between the parties in the course of conciliation proceedings, or (*iv*) from any decision of an arbitrator appointed under any law with the consent of parties to settle the dispute.

An appeal from the decision or award of an adjudicating authority can be presented to the Appellate Tribunal by any aggrieved party or by the appropriate Government, or the Central Government, where it is not the appropriate Government, irrespective of the fact whether the Government concerned was a party to the dispute or not. The Act provides that all appeals must be preferred within thirty days from the date of publication of the award or decision concerned or within thirty days from the date of making the award or decision where no provision for the publication of the award has been made. The Appellate Tribunal, however, is entitled to entertain an appeal even after the expiry of the above period if it is satisfied that the appellant was prevented by sufficient cause from filing the appeal in time. It is authorised to stay the implementation of any award or decision which is under appeal if it is satisfied that its implementation would produce serious results on the industry concerned or other industries or on workmen employed in such industry or industries.

The Appellate Tribunal is entitled to confirm, vary or reverse the award or decision appealed from and to award reliefs to the appellant. It is also entitled to determine and award costs of, and incidental to, any proceedings before it. The decisions of the Appellate Tribunal become binding on the expiry of thirty days from the date of their pronouncement. The appropriate Government, can, however, reject or modify any decision, before the expiry of the period of thirty days, if they feel that it would be inexpedient on public grounds to give effect to the whole or any part of the decision. In all such cases it is obligatory on the part of the Government concerned to place the decision together with their reason for rejecting or modifying it before the appropriate Legislature as soon as possible.

Section 22 of the Act lays down that during the period of thirty days allowed for filing the appeal or during the pendency of an appeal no employer shall alter the conditions of service to the prejudice of the

workmen concerned nor shall he discharge or punish any such workman without obtaining the written permission of the Appellate Tribunal. Workers aggrieved by the contravention of section 22 are entitled to make a complaint to the Appellate Tribunal. The Act declares all strikes and lockouts to be illegal, if commenced or declared (*a*) during the period of thirty days allowed for the filing of an appeal, or (*b*) during the pendency of an appeal before the Appellate Tribunal. It prescribes penalties for financing, instigating, declaring or commencing illegal strikes and lockouts. Provisions of the Act relating to the representation of parties in the proceedings before the Appellate Tribunal are almost similar to those of the amended Industrial Disputes Act, 1947*.

The Act contains certain provisions which modify and affect the provisions of all laws relating to prevention and settlement of industrial disputes which are in force in the Indian Union (except Jammu and Kashmir). It lays down that, notwithstanding anything contained in any law, an award or decision of any Industrial Tribunal, Court, Wage Board or any authority set up in any State under any law relating to the adjudication of industrial disputes shall be enforceable on the expiry of thirty days from the date of its publication, or where there is no provision for the publication, on the expiry of thirty days from the date on which it is made. The Act empowers the appropriate Governments to reject or modify, before the expiry of the said period of thirty days, those awards or decisions which are not appealable and in which they are a party to the dispute, if they feel that it would be inexpedient on public grounds to give effect to the whole or any part of such awards or decisions. In all such cases they are required to place the award or decision concerned together with their reason for rejecting or modifying it before the appropriate Legislature. The Act empowers the appropriate Government to recover any money due from an employer, or the cash value of any benefit which is capable of being computed in terms of money, under an award or decision of an Industrial Tribunal, Court, Wage Board, etc., appointed under the Central or a State Act, as arrears of land revenue or as a public demand if an application is made to them by the person entitled to the money.

By a notification issued on 8th August, 1950 the Government of India constituted a Labour Appellate Tribunal and declared Bombay to be its seat. On 11th October, 1950 the Government issued another notification constituting a Bench of the Appellate Tribunal at Calcutta. The principal seat of the Tribunal is Calcutta. The Calcutta Bench is authorised to hear appeals from Assam, Bihar, Delhi, Himachal Pradesh, Manipur, Orissa, PEPSU, the Punjab, Rajasthan, Tripura, Uttar Pradesh and West Bengal. The jurisdiction of the Bombay Bench extends to appeals from the remaining States. Rules relating to the filing of appeals have been framed by the Government of India. The Appellate Tribunal has framed certain rules to regulate its practice and procedure.

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* See page 135.

(e) THE ESSENTIAL SERVICES (PREVENTION OF STRIKES) ORDINANCE, 1951

The Ordinance was promulgated by the President on 11th July, 1951 largely to meet the situation created by the strike threat of the All-India Railwaymen's Federation. It extends to the whole of India except the State of Jammu and Kashmir and applies only to essential services. The following are deemed to be essential services for purposes of the Ordinance : (*i*) any railway service; (*ii*) any public motor road transport service ; (*iii*) any service or employment in a port in connection with the loading, unloading, movement or storage of goods, the pilotage or berthing of vessels, or the maintenance of navigation channels ; (*iv*) any postal, telegraph or telephone service ; or (*v*) any service of the Central Government engaged in, or in connection with, the manufacture, repair, storage, inspection or distribution of ships, aircrafts, vehicles, arms, ammunition or other stores or equipment of the armed forces.

The Ordinance empowers the Central Government to issue notifications prohibiting strikes in any essential service within any particular area or period if they are satisfied that public interest so requires. The period for which strikes may be prohibited are not to exceed six months in the first instance. Government, however, are empowered to extend it by any period not exceeding six months. The Ordinance provides that where such a notification is issued (*a*) no person employed in the essential service concerned shall go or remain on strike ; and (*b*) any strike declared or commenced, whether before or after the issue of the notification, by persons employed in the essential service concerned shall be illegal. Persons contravening the order of the Government are liable to be punished with imprisonment for a term extending to six months or with fine extending to Rs. 200 or with both. Police officers are empowered to arrest without warrant any person who is suspected of having violated the order. Persons who instigate or give financial aid to any strike deemed to be illegal under the Ordinance are punishable with imprisonment which may extend to three years or with fine which may extend to one thousand rupees or with both.*

STATE ACTS

Prior to the enactment of the Industrial Disputes (Appellate Tribunal) Act the Industrial Disputes Act, 1947 did not apply to Part B States. Some of the Part B States *viz.*, Mysore and Travancore-Cochin had therefore passed their own Acts on the subject. As a result of the extension of the Industrial Disputes Act to all Part B States, except Jammu and Kashmir, by the Industrial Disputes (Appellate Tribunal) Act these State Acts have become inoperative. In 1950 the Government of Jammu and Kashmir passed the Jammu and Kashmir Industrial Disputes Act. The provisions of this Act are almost similar to those of the Industrial Disputes Act, 1947 as it was originally passed.

* On 7th August, 1951, Government of India introduced the Essential Services Prevention of Strikes) Bill in Parliament to replace the Ordinance.

The Government of Bombay, Madhya Pradesh and U. P. passed their own Acts in 1947 to supplement the provisions of the Industrial Disputes Act. In 1950 the Government of Madhya Bharat adapted the Bombay Act. The main provisions of these State Acts are given below

(a) The Bombay Industrial Relations Act, 1946

Bombay was the first State to pass its own separate Act for the prevention and settlement of industrial disputes. In 1934 it passed the Trade Disputes Conciliation Act which was replaced later by the Bombay Industrial Disputes Act in 1938. After the cessation of hostilities the Government again examined the law and in 1947 passed a more comprehensive Act known as the Bombay Industrial Relations Act, 1946. The Act was amended twice during the year 1948 to make provision for the setting up of Wage Boards, compulsory formation of Joint Committees, etc. Largely as a result of the promulgation of the Industrial Disputes (Banking and Insurance Companies) Ordinance, 1949, by the Central Government, the Act was amended again in December, 1949. The amending Act excluded from the scope of the Bombay Industrial Relations Act those banks which were covered by the above mentioned Ordinance. The Bombay Government also utilised this opportunity for introducing certain other minor changes in the Act.

The Act was passed with a view to facilitating the organisation of labour and for securing speedier settlement of industrial disputes. Under its scheme, no place has been given to those unions which are not registered under the Indian Trade Unions Act. For purposes of representation of employees in the proceedings under the Act it provides for registration of four categories of unions, *viz.*, representative unions, qualified unions, primary unions and approved unions. In return for undertaking certain obligations the Act confers certain privileges upon approved unions; the most important among which are the right to collect union dues and to hold meetings in the premises of the undertaking and the right to inspect places of work of its members. They are also entitled to legal aid from Government in important proceedings. The Act, however, lays down that a union which during the previous six months had taken part in, or instigated, an illegal strike shall not be entitled to registration under the Act. With a view to fostering trade union organisation and collective bargaining certain new provisions were added to the Act by the amending Act of 1949. The Act now provides that representative unions will be the sole representative bargaining agencies in all proceedings in which they are entitled to appear. It also provides that any agreement reached with a representative union in the course of proceedings will be effective and that an award will be made in the terms of such agreement unless the Court, Wage Board or Arbitrator as the case may be, is satisfied of the existence of an illegality, mistake, misrepresentation, fraud, coercion, etc., vitiating the agreement.

In order to eliminate the causes of friction arising out of the day to day relations between employers and employees the Act provides for framing of Standing Orders by the employers. Provision has also been made in the Act for the setting up of Joint Committees in order to establish direct and continuous touch between the employers and workers. Subject to certain limitations, a change relating to any matter may be proposed by any member of the Joint Committee. If the change is accepted by the Committee it becomes effective from the date specified in it or, in its absence, from the date the memorandum of agreement is recorded by the Registrar. The Act has attempted to classify all industrial matters under three schedules. Schedule I contains matters covered by the Standing Orders. As a first step towards the peaceful settlement of industrial disputes provision has been made for compulsory negotiation between the parties. If the negotiations or discussions fail to produce an agreement the party desiring change is required to send full particulars to specified authorities. The Act provides for the appointment of Conciliators, Special Conciliators and a Chief Conciliator and also for setting up of Boards of Conciliation. An agreement reached in the course of conciliation proceedings becomes binding on the parties. If no agreement is reached, the Conciliator is required to send a complete report to the Chief Conciliator. If, at any stage, the parties agree to submit the dispute to arbitration, it becomes obligatory on the part of the Conciliator to refer the dispute to arbitration. By an amending Act passed in 1948 provision has been made whereby, if the parties agree, disputes can be split up in parts for purposes of conciliation, etc.

The Act creates an elaborate machinery for settling disputes through arbitration. It provides for the setting up of Labour Courts and also a Court of Industrial Arbitration. The Labour Courts are empowered to decide disputes relating to Standing Orders, changes in respect of matters specified in Schedule III to the Act and to arbitrate upon such other industrial disputes as may be referred to them by Government. They are also required to decide the legality and illegality of strikes and lockouts and to try offences punishable under the Act. The Court of Industrial Arbitration is to act as an appellate Court. It is also its duty to decide such disputes as may be referred to it in accordance with the provisions of the Act and to interpret the provisions of the Act and rules framed thereunder. The decisions of the Court are final. The Act provides that any employer and the representatives of the employees may, by a written agreement, agree to submit any present or future dispute to the arbitration of any person (whether such arbitrator is named or not) or to a Labour Court or to the Industrial Court. In such cases arbitration becomes compulsory. Power has also been given to Government to refer any dispute for arbitration to the Industrial Court or a Labour Court.*

The Act provides for the appointment of Labour Officers and of Courts of Enquiry. The function of Labour Officers is to promote harmonious relations between employers and employees and to report to

* Regarding the date of coming into force of any award see the provision of the Industrial Disputes (Appellate Tribunal) Act, 1950, p. 139.

Government the existence of any industrial dispute. They are also entitled to appear in any proceedings under the Act. In order to facilitate the settlement of disputes, provision has been made in the Act which empowers Government to collect and maintain information regarding industrial matters.

By an amending Act passed in 1948 provision has also been made for the formation of Wage Boards to deal with general questions affecting a whole industry such as standardisation of wages, rationalisation, efficiency of work, etc. Wage Boards may be formed for each industry in the State. Such Boards are to consist of an equal number of representatives of employers and employees and some independent persons nominated by Government. The Act empowers the Industrial Court to exercise general supervision over the Wage Boards. When dealing with industrial matters of local interest the Wage Boards may act through small committees with co-opted members from the local area concerned. Appeals from the decisions of the Wage Boards lie to the Industrial Court. Wage Boards are authorised to review their decisions after an interval of at least one year if an application to this effect is made by either of the parties concerned provided it employs or represents, as the case may be, at least 15 per cent. of the employees affected by the decision. The Act also authorises Government to make an application for the review of the decision of a Wage Board. Provision has been made in the Act for the constitution of a State Wage Board. Its function would be to deal with questions common to all industries.

The Act prescribes in great detail the procedure to be adopted for various proceedings under the Act and declares certain strikes and lock-outs to be illegal.

(b) The Central Provinces and Berar Industrial Disputes Settlement Act, 1947

The Act was passed in May, 1947 and was amended in December of the same year to introduce certain minor changes. In May 1951 it was again amended to change the definition of "representative of employees" given in the Act. It follows the model of the Bombay Industrial Relations Act although its provisions are not so comprehensive. Like the Bombay Act it provides for the registration of unions for purposes of representation of the employees. It, however, provides for only one category of such unions, *viz.*, 'recognised unions'. The Government are empowered to direct the employers in any industry where a recognised union exists to set up a Works Committee. The provisions of the Act relating to the constitution and functions of these Committees are similar to those of the Industrial Disputes Act, 1947. Provision has also been made in the Act for compulsory framing of Standing Orders by the employers and their approval by the Labour Commissioner.

For purposes of conciliation, the Act provides for the setting up of a permanent conciliation machinery consisting of Conciliators, Special Conciliators and a Chief Conciliator for the whole State. If either of the

parties intends to effect a change, whether in any Standing Order or in any industrial matter mentioned in schedule II to the Act, it must give 14 days' notice to the other party. As a first step for the settlement of a dispute the parties are required to enter into negotiation. An agreement reached in the course of such negotiations becomes binding on the parties.

The Act empowers Government to set up District Industrial Courts or an Industrial Court for the whole State to determine industrial disputes and to deal with such other industrial matters as may be referred to them under the Act. The duty of the Provincial Industrial Court is to give its opinion on any issue or matter relating to industrial disputes which may be referred to it by the Registrar or a District Industrial Court. Appeals from the decisions of District Courts lie with the Provincial Court. The decisions of the Provincial Court are final and binding on the parties concerned.*

The Act provides that if any employer and a representative of employees voluntarily agree to refer any present or future dispute to arbitration, such disputes must be referred to the arbitrator named. Where no arbitrator is named, the dispute is to be referred to an arbitrator appointed by the Labour Commissioner in consultation with the parties concerned or to the Provincial Industrial Court or to a Board of Arbitration appointed by Government. Power is also vested in Government to refer at any time any dispute to the arbitration of the Provincial Industrial Court if it is satisfied that serious disorder or breach of public peace or serious or prolonged hardship to the community is likely to be caused or that the industry concerned is likely to be seriously affected by the dispute.

It is unlawful for an employer to dismiss, discharge, suspend or reduce an employee or punish him for union activities or for taking part in the proceedings under the Act or if he is entitled to benefit of any award, agreement, etc. Disputes relating to dismissal, discharge, etc., are to be referred to the Labour Commissioner.

(c) THE U. P. INDUSTRIAL DISPUTES ACT, 1947

The U. P. Industrial Disputes Act, 1947 was passed in December 1947 and was amended in August, 1950 to remove certain legal difficulties and to make specific provision for the constitution of Works Committees in industrial establishments. It confers wide powers on Government and authorises them to issue orders (*a*) for prohibiting strikes or lockouts generally or in connection with any industrial dispute ; (*b*) for requiring employers and/or workers to observe such conditions and terms of employment as may be specified in the order ; (*c*) for appointing Industrial Courts ; (*d*) for appointing committees representative both of employers and workmen ; (*e*) for referring any industrial dispute for conciliation or adjudication ; (*f*) for regulating or controlling the working of any public utility service ; and (*g*) for any other incidental or supplementary matter

* Regarding the date of coming into force of any award, see the provision of the Industrial Disputes (Appellate Tribunal) Act, 1950 p. 139.

It authorises Government to include any other undertaking in any adjudication proceeding relating to any particular undertaking, irrespective of the fact whether a dispute exists in such undertaking, if they are satisfied that the undertaking is engaged in the same type of business or industry and that the issues involved in the dispute have already given rise, or are likely to give rise, to a similar dispute in that undertaking and that its inclusion will not materially delay the award. On receipt of the award of the adjudicating authority Government may enforce all or any of the decisions of the adjudicating authority for such period as they may specify or they may refer back the award to the adjudicating authority for reconsideration.* The Act empowers Government to continue by an order, any order previously passed under any other enactment in force, enforcing all or any of the decisions of an Adjudicator or recommendation of a Conciliator, etc.

THE LABOUR RELATIONS BILL

With a view to removing the existing diversity in the laws relating to prevention and settlement of industrial disputes in different States the Government of India introduced a Bill known as the Labour Relations Bill in Parliament on 17th February 1950. The Bill, when passed, will provide a uniform and comprehensive law throughout India governing labour-management relations and will replace all existing Central and State Acts on the subject.†

11. Miscellaneous

(a) THE CHILDREN (PLEDGING OF LABOUR) ACT, 1933

To eradicate the evils arising from the pledging of children for employment in factories, the above Act was passed in February 1933. The Act declares an agreement to pledge the labour of children whereby the parent or guardian of a child in return for any payment or benefit to be received, undertakes to cause or allow the services of a child to be utilised in any employment, to be void. However, an agreement made without detriment to the child and not made in consideration of any benefit other than reasonable wages to be paid for the child's services and terminable at not more than a week's notice is not deemed to be an illegal agreement under the Act. For purposes of the Act persons below the age of 15 are to be treated as children. The penalty provided for the breach of the law is Rs. 200.

Till 1st April 1951 the Act applied to only some of the States of India. By virtue of the enactment of the Part B States (Laws) Act, 1951 it now applies to the whole of India except the State of Jammu and Kashmir.

The existence of the system of pledging child labour in *bidi* industry in Mysore and Madras was reported by the Labour Investigation Committee. In Mysore the system is still reported to be in existence but the instances

*Regarding the date of coming into force of any award, see the provision of the Industrial Disputes (Appellate Tribunal) Act, 1950. p. 139.

†For provisions of the Bill see pages 133-34 of the 1949-50 issue of the *Year Book.*

are now negligible. With a view to finding out the exact position the State Government propose to undertake a survey of conditions of work in the *bidi*-making concerns. The Government of Madras have issued instructions to Inspectors of Factories, Labour Officers and Assistant Inspectors of Labour to enforce the Act vigorously and to report the cases of contraventions to the Labour Commissioner. During the year 1950-51 no case was brought to the notice of the Labour Commissioner.

(*b*) THE EMPLOYMENT OF CHILDREN ACT, 1938

The Act was passed in 1938 to regulate the admission of children to certain industrial employments. It was amended in 1939, 1948, 1949, 1950 and in 1951. The last amending Act was passed* to give effect to the I.L.O. Convention relating to night work of young persons employed in industry which has been ratified by India. The following are the main provisions of the Act as it stands now.

The Act extends to the whole of India except the State of Jammu and Kashmir†. It prohibits the employment of children below the age of 15 in any occupation connected with the transport of passengers, goods or mails by railways, or connected with a port authority within the limits of any port. With the exception of children employed as apprentices or trainees no child between the age of 15 and 17 can be employed or permitted to work in these occupations unless he is allowed a rest interval of at least 12 consecutive hours in a day. This period of rest is to include at least 7 such consecutive hours between 10 p.m. and 7 a.m. as may be prescribed by the appropriate Government. Power has been conferred upon the appropriate Governments to relax restrictions relating to rest period in case of an emergency.

The Act also prohibits the employment of children below the age of 14 in workshops connected with *bidi* making, carpet weaving, cement manufacture (including bagging of cement), cloth printing, dyeing and weaving, manufacture of matches, explosives and fireworks, mica cutting and splitting, shellac manufacture, soap manufacture, tanning and wool cleaning. These provisions, however, do not apply to workshops where the work is done by the occupier with the aid of his family only or to any school established, aided or recognised by any State Government. Power has been conferred upon the State Governments to extend the scope of the Act to any other employment also. In exercise of this power the Governments of Madras and Coorg have extended the Act to children working as cleaners in workshops attached to motor transport companies. In U. P. the Act has been extended to the brassware and glass bangle industries.

By virtue of the amending Act passed in 1951, the railway administrations and port authorities are required to maintain registers showing names

*The Employment of Children (Amendment) Act, 1951 received the assent of the President on 1st April, 1951.

†The Act was extended to all Part B States except the State of Jammu and Kashmir by the Part B States (Laws) Act, 1951,

and date of birth of children below the age of 17, their periods of work and rest intervals, etc. They are also required to display notices containing relevant extracts of the Act. The penalty clause of the Act has been strengthened. Now any person contravening the provisions of the Act is liable to be punished by imprisonment extending to one month or with fine extending to Rs. 500 or with both.

The administration of the Act in most of the States is the responsibility of the Chief Inspectors of Factories. In some of the States Labour Commissioners or Deputy Commissioners have been declared to be the Inspectors under the Act. So far as Central undertakings are concerned the administration of the Act is the responsibility of the Chief Labour Commissioner (Central). The Chief Labour Commissioner, the Regional Labour Commissioners and the Labour Inspectors (Central) have been notified as Inspectors in respect of Federal Railways. The Central Government have appointed Conciliation Officers (Central) and/or Labour Inspectors (Central) in the ports of Madras, Visakhapatnam, Bombay, Calcutta and Cochin as Inspectors under the Act.

(c) The Industrial Statistics Act, 1942

The Industrial Statistics Act, 1942, provides for the collection of statistics on (*a*) any matter relating to factories and (*b*) the following matters connected with the welfare and conditions of labour :—

(1) Prices of commodities ;

(2) Attendance ;

(3) Living conditions, including housing, water supply and sanitation ;

(4) Indebtedness ;

(5) Rents of dwelling houses ;

(6) Wages and other earnings ;

(7) Provident and other funds provided for labour ;

(8) Benefits and amenities provided for labour ;

(9) Hours of work ;

(10) Employment and unemployment; and

(11) Industrial and labour disputes.

The Act empowers the Statistics Authority appointed by a State Government to call for the required returns, examine the relevant records, etc. Penalties have been provided for non-submission of returns and for furnishing wrong information. The Central Government is authorised to issue directions to the State Governments in regard to the implementation of the Act. The Act now applies to the whole of the Indian Union excepting the State of Jammu and Kashmir.

Administration and Enforcement.—So far as the collection of statistics relating to factories is concerned, the Governments of the States formerly known as Provinces framed in 1945 the Census of Manufacturing Industries Rules under the directions of the Central Government providing for the

collection of annual statistics relating *inter alia* to capital structure, production costs and out-turn in respect of 29 industries. Certain other States also have since then adopted the rules. Reports on the statistics collected under the Rules for 1946, 1947 and 1948 have now been published. As it was felt that there was a certain degree of non-submission of returns in spite of the statutory obligation, the forms in which the returns are made have been made simpler with a view to evoking better response. In addition to the 29 industries originally selected for purposes of a census, 34 industries were covered on a sample basis for the years 1949 and 1950.

In regard to the collection of labour statistics under the Act, Model Rules called the Industrial Statistics (Labour) Rules were framed by the Ministry of Labour for the collection of statistics on employment, attendance, absenteeism, involuntary unemployment, hours of work and earnings in respect of the labour employed in factories covered by the Factories Act, 1948, plantations growing tea, coffee, rubber and cinchona, tramways and ports. These rules were forwarded to the State Governments with statutory directions as required under Section 11 of the Act in June 1951 for adoption. Till the end of September 1951, four Part C States namely, Delhi, Ajmer, Coorg and Kutch had published the rules in their official Gazettes.*

The question of collecting statistics of industrial disputes under the Act is also under consideration and a set of draft rules called the Industrial Statistics (Industrial and Labour Disputes) Rules, have been framed for the purpose. The draft rules were published in 1950 by the various State Governments for the information of the public and comments were invited. In the light of the comments thus received the model rules are now awaiting finalisation by the Ministry of Labour.

(*d*) Legislation Relating to Indebtedness

Various laws have been enacted in the country from time to time to deal with the problems incidental to the indebtedness of industrial workers. Important among these are discussed below.

Attachment of Wages.—One of the recommendations of the Royal Commission on Labour in India was that " the salary and wages of every workman receiving less than Rs. 300 be exempted entirely from the possibility of attachment "†. With a view to implementing this recommendation, the Government of India introduced a Bill to amend the Civil Procedure Code of 1908. The Bill was passed into an Act by the Central Legislature in February, 1937. The Act provides for the exemption of attachment of salaries of all workers getting less than Rs. 100 per month and in the case of Government employees the first Rs. 100 and the moiety of the remainder. It also limits the period of continuous attachment and provides that if a worker's salary had been attached for a period of 24

*Three more States, namely, Bombay, Mysore and Vindhya Pradesh have published the rules since then.

†Report of the Royal Commission on Labour in India, p. 232.

months it should remain immune from liability of further attachment for a period of one year.

Imprisonment for Debt.—The Government of India amended the Civil Procedure Code in 1936 to prevent imprisonment for debt. According to the amending Act, imprisonment of debtors, except where a debtor is likely to obstruct or delay execution by leaving the Court's jurisdiction or where there has been a dishonest transfer of property, etc., is disallowed. The Punjab Government also passed an Act known as the Punjab Relief of Indebtedness Act which came into force in 1935. Under this Act no judgment debtor can be imprisoned unless he refuses to pay a sum within his capacity from such property as is liable to attachment in execution of a decree.

Liquidation of Debt.—The Government of Madhya Pradesh passed an Act known as the Adjustment and Liquidation of Industrial Workers' Debt Act in 1936. Its application is limited to industrial workers earning up to Rs. 50 per month. Under this Act a worker whose debt exceeds his assets and three months' wages can present a petition for the liquidation of his debts. After enquiring into the facts of the case, including the worker's wages, and the number of dependants, the Court decides upon the amount which the worker should repay within a reasonable time. The amount of wages which the worker may be required to pay for the liquidation of debt in one month varies from one-sixth to one-third. When the Act was passed it was thought fit to extend protection to only those workers whose monthly earnings were less than Rs. 50. In view of the changed circumstances, it is now felt that the income limit is too low and that it should be raised to Rs. 90. A Bill to raise the limit to Rs. 90 has therefore been introduced* in the State Legislature.

Besetting Industrial Establishment.—The Bengal Government passed an Act on this subject in 1934 known as the Bengal Workmen's Protection Act which provides that any person loitering at or near any factory, workshop, etc., with a view to recovering debts from persons employed therein would be liable to punishment with a fine or imprisonment which may extend to six months or with both. The application of the Act was limited, in the first instance, to Calcutta and three surrounding areas but the Government were empowered to extend the scope of its application to other areas. The Act was amended in 1940 to make its provisions more specific and to extend its scope to workmen employed by local authorities, in public utility services and to seamen.

The Government of Madhya Pradesh enacted legislation on this subject in 1937 called the Central Provinces Protection of Debtors' Act which is more or less on the lines of the Bengal Act but wider in scope. The Madras Government also passed legislation on this subject in 1941.

The Bihar Workmen's Protection Act, 1948, seeks to prevent the recovery of debts from certain classes of workmen by besetting the places

*The Madhya Pradesh Adjustment and Liquidation of Industrial Workers' Debt (Amendment) Bill 1951 was introduced in the State Legislature on 21st March, 1951.

where they work or receive their wages and to protect such workmen from molestation and intimidation by their creditors. Besetting with a view to recovering debt is punishable with a fine or imprisonment up to 6 months or with both.

According to the findings of the Labour Investigation Committee, it would appear that the Acts dealing with the subject of indebtedness of industrial workers have not produced tangible results.

CHAPTER III

LABOUR ADMINISTRATION

Labour Administration and Machinery for the Collection and Dissemination of Labour Information.

Under the constitution of the Republic of India, the legislative relations between the Union and the States in all matters have been clearly defined. Matters in respect of which laws are to be made have been distributed in three lists : Union list, Concurrent list and State list. Parliament has exclusive power to make laws with respect to any of the matters enumerated in the Union list ; in regard to the Concurrent list, both Parliament and the legislature of any State have the power to make laws, while, subject to certain conditions, the legislature of any State has exclusive power to make laws for such State or any part thereof with respect to any of the matters enumerated in the State list. The following are the principal matters of labour interest enumerated in these lists :

(i) *Union List*—

(1) Participation in international conferences, associations and other bodies and implementing of decisions made thereat.

(2) Port quarantine, including hospitals connected therewith, seamen's and marine hospitals.

(3) Regulation of labour and safety in mines and oilfields.

(4) Industrial disputes concerning Union employees.

(5) Union agencies and institutions for :

(*a*) professional, vocational or technical training ; or

(*b*) the promotion of special studies or research.

(6) Enquiries, surveys and statistics for the purpose of any of the matters in this list.

(ii) *Concurrent List*—

(1) Economic and social planning.

(2) Trade Unions ; industrial and labour disputes.

(3) Social Security and social insurance ; employment and unemployment.

(4) Welfare of labour including conditions of work, provident fund, employers' liability, workmen's compensation, invalidity and old age pensions and maternity benefits.

(5) Vocational and technical training of labour.

(6) Factories.

(7) Inquiries and statistics for purposes of any of the matters specified in the Concurrent list and the State list.

(*iii*) *State List*—

Relief of the disabled and unemployable.

(*a*) MINISTRY OF LABOUR, GOVERNMENT OF INDIA

The responsibility of the Ministry of Labour in respect of the Union list is full and direct. The activities of the Ministry of Labour in regard to concurrent subjects cover policy laying, co-ordination, control and direction. Co-ordination is effected through a number of field agencies which the Ministry of Labour maintain primarily for the Union subjects.

A brief description of the activities of the Ministry of Labour and its attached and subordinate offices is given below :

The Ministry of Labour, as at present constituted, consists of the main Ministry (Secretariat) and the following attached or subordinate offices namely, (*i*) Directorate-General of Resettlement and Employment, New Delhi, (*ii*) Office of the Director, Labour Bureau, Simla, (*iii*) Office of the Chief Labour Commissioner, New Delhi, (*iv*) Office of the Coal Mines Welfare Commissioner, Dhanbad, (*v*) Office of the Coal Mines Provident Fund Commissioner, Dhanbad, (*vi*) Office of the Welfare Commissioner, Mica Mines Labour Welfare Fund, Dhanbad, (*vii*) Office of the Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Madras, Nellore, (*viii*) Office of the Chief Inspector of Mines, Dhanbad, (*ix*) Office of the Chief Adviser, Factories, New Delhi, (*x*) Office of the Controller of Emigrant Labour, Shillong, (*xi*) Offices of the Industrial Tribunals, Dhanbad and Calcutta (*xii*) Office of the Labour Appellate Tribunal (Central), Calcutta and Bombay and (*xiii*) Office of the Director General, Employees' State Insurance Corporation, New Delhi.

Ministry of Labour (Secretariat).—The Secretariat of the Ministry of Labour is the centre for the consideration of all questions concerning labour as far as the Government of India are concerned. It is the central administrative machinery for the formulation of labour policy, for enforcement of labour laws and for the promotion of labour welfare. The policy laying activity covers subjects like closer co-operation between labour and management, better industrial relationship and increasing production. It co-ordinates the activities of the State Governments in the labour sphere. It also forms the Secretariat for the Tripartite Labour Conferences and Committees connected with particular industries, convened by the Government of India and is the channel for India's participation in the activities of the International Labour Organisation.

Directorate-General of Resettlement and Employment.—The activities of this Directorate are given in a separate section.*

Office of the Director, Labour Bureau.—The Bureau, headed by a Director and assisted by a Statistician and Research Officers, was set up in October, 1946, and has been made responsible for (*a*) collection, compilation and publication of labour statistics, (*b*) maintenance of cost of living index numbers, (*c*) keeping up-to-date the factual data relating to working conditions collected by the Labour Investigation Committee, (*d*)

* Page 40.

conducting research into specific problems with a view to furnishing data required for the formulation of policy, (e) editing the monthly *Indian Labour Gazette* and (f) compiling and editing a Labour Code of various legislative enactments and the statutory rules made thereunder, and a Labour Year Book giving an authoritative description of labour affairs in the country.

Besides these, the Labour Bureau compiles and publishes annual reports on the working of the Factories Act and the Indian Trade Unions Act as well as notes in the *Indian Labour Gazette* on the working of various other Labour Acts. The Labour Bureau also issues from time to time special publications on matters of labour interest. The work in connection with the compilation of Statistics of Factories and the list of Large Industrial Establishments has also now been taken over by the Bureau.

The Director of the Labour Bureau is the 'Competent Authority' under the Minimum Wages Act in respect of all undertakings in the Central sphere and the States included in Part C of the first schedule of the Constitution of India. He is also responsible for co-ordinating the work relating to the implementation of the Industrial Statistics Act in respect of labour statistics.

Office of the Chief Labour Commissioner.—To deal with industrial relations in industries and undertakings falling under the Central Government sphere, the Government of India appointed a Chief Labour Commissioner in 1945. His organisation deals with the following matters :

(1) conciliation ; assistance in the formation and maintenance of voluntary machinery in industrial establishments ; the prevention and settlement of trade disputes ; maintenance of information regarding wage rates and conditions of work and maintenance of continuous touch with the employers ; and work people, so far as Central sphere undertakings are concerned ;

(2) co-ordination of the activities of the various organisations set up for industrial relations by the Central Government, employers and workers ;

(3) supervision of the work of Labour Officers by periodical visits to factories, both Government and private ;

(4) supervision and organisation of industrial canteens ;

(5) operation of labour laws to the extent to which their administration is a Central responsibility, except in so far as separate machinery has been provided for (e.g. Controller of Emigrant Labour).

(6) Promotion of welfare schemes in Central and State undertakings.

The Chief Labour Commissioner (Central) has under him a Welfare Adviser, two Welfare Officers, two Assistant Labour Commissioners, seven Regional Labour Commissioners (one each at Ajmer, Bombay, Calcutta, Dhanbad, Kanpur, Madras and Nagpur), seventeen Conciliation Officers and fifty-two Labour Inspectors.

Office of the Coal Mines Welfare Commissioner.—This office is responsible for the administration of the Coal Mines Labour Welfare Fund Act, 1947. The Coal Mines Welfare Commissioner is assisted in his work by a Coal Mines Labour Welfare Fund Advisory Committee and a Coal Mines Labour Housing Board. The Coal Mines Welfare Commissioner is also responsible for the administration of the Mines Maternity Benefit Act, 1941 so far as coal mines are concerned.

Office of the Coal Mines Provident Fund Commissioner.—The organisation was set up in October, 1948 for the administration of (*a*) the Coal Mines Bonus Scheme and (*b*) the Coal Mines Provident Fund Scheme, which have been framed under the Coal Mines Provident Fund and Bonus Schemes Act, 1948.

Office of the Welfare Commissioner, Mica Mines Labour Welfare Fund, Dhanbad and Office of the Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Madras, Nellore.—These two offices are responsible for the administration of the Mica Mines Labour Welfare Fund Act, 1946, in the mica mining areas of Bihar and Madras respectively.

Office of the Chief Inspector of Mines.—The functions of this office are : (*a*) enforcement of the Indian Mines Act and the rules and regulations made thereunder; (*b*) inspection of mines; (*c*) investigation of accidents; (*d*) inspection of electrical installations and machinery; (*e*) technical advice to mine owners ; (*f*) prosecution in cases of violation of statutory provisions ; (*g*) collection of statistics under the Indian Mines Act, and (*h*) enforcement of the Mines Maternity Benefit Act, 1941 and the rules framed thereunder in mines other than coal mines. The Chief Inspector of Mines publishes annually a report on the activities of the Mines Department. He also publishes a monthly Coal Bulletin which contains statistics regarding employment, absenteeism, output, hours of work, wages, production, despatches, stock, etc.

The Chief Inspector of Mines is assisted by one Deputy Chief Inspector, nine Inspectors, nineteen Junior Inspectors, seven Assistant Inspectors, a Statistician and subordinate staff.

Office of the Chief Adviser, Factories.—This office deals with (*a*) technical service on all matters relating to design of factories and working conditions such as improvement in design and layout, lighting, ventilation washing arrangements and sanitation, construction and design of canteens and creches, control of dust, accident prevention and safety precautions, etc., housing of labour and establishment and maintenance of an Industrial Safety, Health and Welfare Museum ; (*b*) administration of the Indian Dock Labourers' Act, 1934, and of the Indian Dock Labourers' Regulations ; (*c*) factory administration including training of Factory Inspectors deputed by the States ; (*d*) information services ; collection of up-to-date information on progressive measures adopted in the Industrially advanced countries and dissemination of information in respect of safety, health and welfare of workers in factories by means of pamphlets

brochures, etc., and (e) preparation of posters, sketches and pictures on industrial safety, health and welfare. In addition the Chief Adviser, Factories offers advice to the Central and State Governments and employers and workers.

The Chief Adviser, Factories is assisted in his work by three Deputy Chief Advisers and six Inspectors. They are all at headquarters except three Inspectors who are at the ports, one each at Calcutta, Bombay and Madras, the Madras Inspector being in additional charge of the ports of Cochin and Visakhapatnam.

Office of the Controller of Emigrant Labour.—This office deals with : (a) administration of the Tea Districts Emigrant Labour Act, 1932, and the rules framed thereunder (both Central and State) ; (b) recruitment and repatriation of labour from Estates and inspections of tea gardens and depots ; and (c) compensation cases relating to persons belonging to Civil Labour Units, who worked on defence projects.

The Controller publishes every year a report on the working of the Tea Districts Emigrant Labour Act.

Judicial Bodies—

(i) *Industrial Tribunals, Calcutta and Dhanbad.*—The Industrial Disputes Act, 1947, empowers the Central Government, in the case of Railways, Central undertakings, major ports, mines, banks and insurance companies having branches in more than one State and oilfields, and the State Governments in other cases, to refer any matters connected with, or relevant to any existing or apprehended industrial dispute to an Industrial Tribunal for adjudication. Two Tribunals have been established by the Central Government to adjudicate on major disputes in the Central fields.

(ii) *Labour Appellate Tribunal.*—A Labour Appellate Tribunal, consisting of persons of the status of High Court Judges, has been set up with headquarters at Calcutta and a bench at Bombay to hear appeals against the decisions of the Industrial Tribunals and Courts all over the country. The Industrial Disputes (Appellate Tribunal) Act, 1950 provides for the constitution of this Tribunal.

Office of the Director-General, Employees' State Insurance Corporation.—This is a statutory institution set up to administer the Employees' State Insurance Act, 1948, which provides for sickness, maternity, disablement and dependants' benefits as well as medical benefit to workers employed in factories throughout the Indian Union. The Corporation will directly render all the services except medical benefit which will be organised by the States.

The Executive Committee of the Corporation is the Standing Committee. The principal executives are the five Principal Officers mentioned in the Act, namely, the Director-General, the Medical Commissioner, the Insurance Commissioner, the Chief Accounts Officer and the Actuary. The Director-General controls and co-ordinates the work of the other four Principal Officers. The field organisation is yet to start. When started,

it will consist of a medical service run by the States and other benefit services run by the Corporation under regional and local offices.

(b) STATES

All the States which are industrially important have set up organisations for the administration and enforcement of the various labour laws in force in their territories* and for the collection, compilation and dissemination of statistical and other information relating to labour.† Labour Commissioners have been appointed in all Part A and B States except Jammu and Kashmir.

Statistical and other data called for under the provisions of the various labour Acts are collected by State authorities, who also look after the administration and enforcement of these Acts. For example, statistics of employment, accidents, etc., under the Factories Act, and of wage bills and earnings under the Payment of Wages Act are collected by the Chief Inspectors of Factories ; the Registrars of Trade Unions collect statistics relating to trade unions, their membership, funds, etc., and the Commissioners for Workmen's Compensation are in charge of the collection of statistics relating to accident, compensation paid, etc., under the Workmen's Compensation Act. Statistics Authorities have been appointed in various States for the collection of detailed statistics on uniform lines under section 3 (1) of the Industrial Statistics Act, 1942.

Apart from the statistics and information collected on a statutory basis, *ad hoc* enquiries are undertaken, from time to time, by some of the States for the collection of special data relating to particular problems of current interest. In addition, some data, such as those relating to industrial disputes, retail prices, etc., are collected by the State authorities on a voluntary basis. The data thus collected are analysed and some of them are published in the form of annual reviews or in the journals‡ published by the State Governments and/or in the *Indian Labour Gazette*, published by the Labour Bureau of the Central Government. The existing machinery for the collection of information relating to labour in the States is briefly described in the following paragraphs :

Assam.—The Labour Commissioner is responsible for the administration of the Trade Unions Act, the Payment of Wages Act (in Plantations), the Maternity Benefit Act, the Industrial Disputes Act, etc. The Director of Statistics is the Statistics Authority under the Industrial Statistics Act and the Competent Authority under the Minimum Wages Act. The Department of Economics and Statistics arranges to collect retail prices from three urban and five plantation centres for the Labour Bureau of the Government of India. It has started to compile and publish cost of living index numbers in respect of the workers in the rice and flour mills in the State. It also collects on a voluntary basis statistics of strikes and lockouts.

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*Appendix II gives the list of labour laws in force in various States.

†Appendix IV contains a list of important officers, with their designations who are concerned with Labour Administration.

‡For names of journals, see Appendix VII.

Bihar.—The Labour Commissioner is the Statistics Authority under the Industrial Statistics Act. He is responsible for the administration of the Industrial Disputes Act, the Workmen's Compensation Act, the Trade Unions Act, etc. The Chief Inspector of Factories and the Chief Inspector of Boilers are under his administrative control. The Office of the Commissioner compiles cost of living index numbers for six centres in the State. It also collects on a voluntary basis statistics regarding strik s and lockouts, employment, absenteeism, earnings, etc.

Bombay.—The Deputy Commissioner of Labour (Information), Bombay, compiles and publishes every month working class cost of living index numbers for four centres and collects and publishes comparative retail prices of 17 food articles for a number of industrial centres in the State. Besides, he collects and compiles statistics relating to wages and hours of work, employment situation in certain industries, economic and social conditions of the working classes, trade unions, etc.

Madhya Pradesh.—The Labour Commissioner is in charge of the administration of the Labour laws in the State. His office compiles the cost of living index number for Nagpur besides collecting data regarding shift working in textile mills, closure of establishments and earnings and hours of work.

Madras.—All labour laws in the State are administered by the Labour Commissioner who is also the Chief Inspector of Factories. Statistics under the Industrial Statistics Act and the Census of Manufacturing Industries Rules are being collected by the Economic Adviser to the Government of Madras. The Economics and Statistics Department compiles the Working class cost of living index numbers for Madras City, cost of living index numbers for low paid employees in certain urban centres and retail price index numbers for certain rural centres. It also compiles a list of large industrial establishments in the State.

Orissa.—The Labour Commissioner who is also the Chief Inspector of Factories is responsible for the administration of the Industrial Disputes Act, the Trade Unions Act, the Factories Act, etc. The Senior Statistician is the Statistics Authority under the Industrial Statistics Act and collects statistics regarding labour situation and labour disputes. The Director of Industries compiles cost of living index numbers for the working classes in respect of two centres. He is also the Competent Authority under the Minimum Wages Act.

Punjab.—The Department of Labour is responsible for the administration of all the labour Acts. The Labour Commissioner is the Statistics Authority under the Industrial Statistics Act and the Competent Authority under the Minimum Wages Act.

Uttar Pradesh.—The Office of the Labour Commissioner compiles the working class cost of living index numbers for Kanpur. It also collects statistics relating to strikes, closures and lay offs through Investigators posted in different regions. Enquiries into wages of industrial workers in some unorganised industries are also being conducted.

West Bengal.—Four working class cost of living index numbers (with different bases) for Calcutta*, Howrah and Jagatdal are being compiled and retail prices are collected from several centres under the Government of India's Cost of Living Index Scheme. Unweighted retail price indices for the Dooars, Darjeeling and Asansol are also being compiled. Statistics of employment and earnings, absenteeism, etc. are collected on a voluntary basis.

Hyderabad.—Statistics are being collected by a number of departments both on a statutory basis as well as voluntarily. Statistical information relating to labour matters is collected on a statutory basis by the Labour Commissioner under the Payment of Wages Regulation, the Workmen's Compensation Act and the Trade Unions Act ; by the Chief Inspector of Factories and Boilers under the Factories Act of 1948 and the State Maternity Benefit Act ; by the Director of Mines under the Indian Mines Act, 1923, and also by the Director of Statistics under the Hyderabad Collection of Statistics Act. The Labour Commissioner also exercises the powers of Director under the Collection of Statistics Act. On the basis of the Government of India Model Rules, the Collection of Statistics (Labour) Rules, 1950, regarding employment, attendance, absenteeism, etc., have been framed to suit local conditions.

Madhya Bharat.—A Labour Information Officer assisted by a Statistician is responsible for the collection and dissemination of labour statistics.

Mysore.—The Statistical Section of the Department of Labour publishes working class cost of living index numbers for Bangalore, Mysore and Kolar Gold Field area and in addition collects statistics relating to absenteeism, strikes and threatened strikes, wages and dearness allowance, workmen's compensation and labour associations. The Government have also sanctioned the appointment of a Senior Investigator for the collection of statistics of wages of agricultural labour for certain specified centres in the State.

PEPSU.—The Director of Industries is the ex-officio Labour Commissioner and Chief Inspector of Factories. Information relating to labour matters, as and when required, is collected through the field staff, namely, Factory Inspectors and Welfare Officers.

Rajasthan.—The Labour Commissioner is responsible for the administration of the Labour Acts excepting the Factories Act which is administered by the Chief Inspector of Factories. The Labour Commissioner is the Competent Authority under the Industrial Statistics Act. The Statistics Section of the Department of Labour collects on a voluntary basis statistics regarding employment, wages, accidents, trade unions, strikes and lockouts, etc.

Saurashtra.—For the collection of retail prices and statistics pertaining to labour, three Investigators have been appointed at Rajkot, Jamnagar and Bhavnagar. Retail price indices are also compiled for these centres

*Two indices, one for menials and one for middle class people.

Travancore-Cochin.—The Labour Commissioner is the Statistics Authority under the Industrial Statistics Act. The Board of Revenue publishes cost of living index numbers in respect of two centres in the Cochin area. A scheme for expanding the statistics section of the Department of Labour is under consideration.

Ajmer.—The Labour Officer, who is also the Statistics Authority, collects such information as is required by the Government.

Bhopal.—Statistical data on employment, stoppages of work, payment of bonus, etc., are collected by the office of the Commissioner of Labour on a voluntary basis. A Statistician has been appointed in the Department of Labour for collecting labour statistics.

Delhi.—The Labour Officer is responsible for the collection of labour statistics. The information is collected on a voluntary basis. Statistics under the Factories Act and the Payment of Wages Act are collected by the Chief Inspector of Factories.

Vindhya Pradesh.—A Statistics Officer has been appointed to collect labour and other statistics.

Himachal Pradesh.—The Director of Industries is the Statistics Authority under the Industrial Statistics Act.

CHAPTER IV

INDUSTRIAL RELATIONS

1. Trade Unions

The origin of the Indian labour movement can be traced to the year 1890, when the Bombay Millhands' Association was formed. Modern trade unionism in India, however, arose out of the industrial unrest, which prevailed during the period following the termination of World War I, when the cost of living of industrial workers was steadily rising and wages did not keep pace with it. Various factors, such as the influence of the Russian Revolution of 1917, the establishment of the International Labour Organisation in 1919 and the All-India Trade Union Congress in 1920, the Swaraj Movement of 1921-24 and above all the success of the strikes during 1919-22, influenced the growth of trade union movement in India in its early stages.

Trade Union Legislation.—There was no law in the country for the registration and protection of trade unions till the year 1926, though the need for such a law became apparent in 1921, when, in a suit against the leaders of the Madras Textile Labour Union, the High Court of Madras following the common law in England, regarded trade unions as being an illegal conspiracy. Legislation for the registration and protection of Indian trade unions was passed in 1926*. Under this law, the term 'trade union' also includes employers' organisations.

Trade Union Statistics.—Under the Indian Trade Union Act, 1926, registered trade unions are required to submit annual returns which are compiled by the State Governments and supplied to the Government of India, who publish them annually in the *Indian Labour Gazette.* It is not compulsory for all trade unions to be registered under the Act and a number of trade unions function without being registered. Data regarding such unions are not available, except when, as in Bombay, the State Government chooses to collect such information.†

Till recently, the Indian Trade Unions Act, 1926, applied only to the nine Part A States and certain Part C States (Ajmer, Coorg and Delhi) formerly known as the Chief Commissioners' Provinces. Major Part B States had their own trade union legislation, under which their trade unions were registered. The trade union returns for 1949-50, collected by the Labour Bureau, thus fall in two parts : (*a*) those under the Indian Trade Unions Act or those furnished by the nine Part A States and four Part C States (Ajmer, Bhopal, Coorg and Delhi) ; and (*b*) those furnished by six Part B States (Hyderabad, Madhya Bharat, Mysore, Rajasthan, Saurashtra and Travancore-Cochin)‡.

*For detailed provisions of the Indian Trade Unions Act, 1926, see Chapter II, pp. 127-29 of this *Year Book.*

†The number of unregistered trade unions is not insignificant. According to the *Bombay Labour Gazette*, for example, on 1st April 1951, there were in Bombay State 1,080 unions with a membership of 792,206 ; of these only 635 unions with 623,497 members were registered.

‡Please see a special article on "Registered Trade Unions in India 1949-50" in January and February 1952 issues of the *Indian Labour Gazette.*

Registered Trade Unions in Part A and Part C States.—The following table shows the growth in the number of trade unions, registered under the Indian Trade Unions Act, and in the membership of unions submitting returns since 1927.

TABLE LIX

REGISTERED TRADE UNIONS AND THEIR MEMBERSHIP*

Year	Number of registered trade unions	Number of unions furnishing information	Total Membership			Average membership per union (6) ÷ (3)	Percentage of women members to total membership
			Men	Women	Total		
1	2	3	4	5	6	7	8
1927-28	29	28	99,451	1,168	1,00,619	3,594	1·2
1932-33 (Average)	170	147	2,32,279	5,090	2,37,369	1,615	2·1
1937-38 ..	420	343	3,75,409	14,703	3,90,112	1,137	3·8
1938-39 ..	562	394	3,88,214	10,945	3,99,159	1,013	2·7
1939-40 ..	667	450	4,92,526	18,612	5,11,138	1,136	3·6
1940-41 ..	727	483	4,94,415	19,417	5,13,832	1,064	3·8
1941-42 ..	747	455	5,56,426	17,094	5,73,520	1,260	3·0
1942-43 ..	693	489	6,59,327	25,972	6,85,299	1,401	3·8
1943-44 ..	761	563	7,60,101	20,866	7,80,967	1,387	2.7
1944-45 ..	865	573	8,53,073	36,315	8,89,388	1,552	4·1
1945-46† ..	1,087	585	8,25,461	38,570	8,64,031	1,480	4·5
1946-47 ..	1,833	998	12,67,164	64,798	13,31,962	1,335	4·9
1947-48 ..	2,766	1,620	15,60,630	1,02,299	16,62,929	1,026	6·2
1948-49 ..	3,150	1,848	18,31,514	1,19,355	19,60,107	1,061	6·1
1949-50 ..	3,522	1,919‡	16,88,887	1,19,565	18,21,132	949	6·6

* Statistics upto the year 1945-46 relate to undivided India.

† Excluding the Punjab.

‡Though 1,926 unions furnished the returns, information regarding membership etc. is available only from 1,919 unions.

There has been a rapid increase in the number of registered trade unions during recent years (since 1945), although the average membership has shown a gradual decline. This may be interpreted to indicate that there has been a relatively greater growth in unions of smaller size. During 1949-50, there was an increase of about 7 per cent. over the number of unions registered in 1948-49. The number of unions increased in all the States, except in Ajmer, Assam and Madras; West Bengal recorded an increase of 106 in the number of unions.

Of the 1,926 trade unions, which submitted returns, 1,897 were workers' unions and 29 employers' organisations, registered as "trade unions" under the Indian Trade Unions Act. Central unions, i.e. unions whose objects are not confined to one State, numbered 56, as against 105 in 1948-49.

Membership.—The 1,919 trade unions, which furnished information for the year 1949-50, had a total membership of 1,821,132 at the end of the

year, as against a membership of 1,818,408 at the beginning of the year. The unions comprise both workers' and employers' organisations and the following statement gives membership figures of these organisations.

TABLE LX

NUMBER AND MEMBERSHIP OF REGISTERED UNIONS, 1949-50

Trade Unions	No. of unions on registers	No. of unions submitting returns	Membership of unions submitting returns	
			at the beginning of the year	at the end of the year
Employers' organisations ..	39	29	3,760	4,877
Workers' organisations	3,483	1,897	1,814,648*	1,816,255*
Total ..	3,522	1,926	1,818,408	1,821,132

*The membership figures relate to 1919 unions.

On the whole, there has been a gradual increase in the proportion of women members to total membership since 1927-28. During 1949-50, the proportion reached a record figure of 6·6 per cent., as against 6·1 in 1948-49. The number of women members of trade unions was 119, 565.

The following table shows the regional distribution of registered trade unions and their membership for the year 1949-50.

TABLE LXI

NUMBER AND MEMBERSHIP OF REGISTERED TRADE UNIONS DURING 1949-50 BY STATES

State	Number of unions on registers	Number of unions furnishing information	Membership of unions submitting returns			
			At the beginning of the year	At the end of the year		
				Men	Women	Total
Central Unions ..	56	41	1,34,378	1,53,288	648	1,53,936
State Unions—						
Ajmer ..	15	15	5,229	5,487	197	5,684
Assam ..	67	39	1,34,104	91,968	26,220	1,18,188
Bihar ..	392	197	1,75,846	1,58,892	24,168	1,83,060
Bombay	460	360	4,16,335	3,81,120	29,375	4,17,642*
Coorg	3	3	320	420	77	497
Delhi	60	59	27,637	31,039	373	31,412
Madhya Pradesh ..	109	74	42,967	40,728	7,708	48,436
Madras ..	550	182	1,14,327	1,03,595	12,974	1,16,569
Orissa	83	31	20,930	16,738	1,015	23,286*
Punjab ..	41	36	9,410	14,174	226	14,400
Uttar Pradesh ..	528	334	2,03,617	2,16,060	2,007	2,18,067
West Bengal ..	1,155	545	5,32,390	4,74,737	14,421	4,89,158
Bhopal ..	3	3	918	641	156	797
Total ..	3,522	1,919	18,18,408	16,88,887	1,19,565	18,21,132*

*The figure exceeds the total of the figures for men and women as certain unions did not furnish the numbers of men and women members separately. In Bombay there were 5 such unions and in Orissa 1 only.

Of the 41 central unions, which submitted returns, 23 were in Bombay, 8 in Madras (including one employers' union), 4 in Delhi, 3 in Bihar, 2 in Punjab and one in Madhya Pradesh. The average membership of the central unions increased from 3,278 at the beginning of the year to 3,755 at the end of the year. The 1885 State unions, which submitted returns, showed a total membership of 1,667,196 at the end of the year as against 1,684,030 at the beginning of the year. The three industrially advanced States, West Bengal, Bombay and U. P., claimed about 65 per cent. of the State unions submitting returns and 62 per cent. of the reported membership. The average membership of a State union was 889.

Industrial Classification.—The table below analyses the number and membership of trade unions (workers' unions only) for the year 1949-50 according to the industries with which they are connected.

TABLE LXII

NUMBER AND MEMBERSHIP OF REGISTERED TRADE UNIONS SUBMITTING RETURNS FOR THE YEAR 1949-50 CLASSIFIED ACCORDING TO INDUSTRIES

Industry	Number of unions furnishing information	Membership at the end of the year		
		Men	Women	Total
1	2	3	4	5
I. Agriculture and allied activities..	(52)	(1,04,588)	(36,712)	(1,43,673)
(a) Plantations	36	1,01,995	36,063	1,38,706*
(b) Gins and Presses	2	416	483	899
(c) Others	14	2,177	166	4,068*
II. Mining and Quarrying ..	(56)	(1,10,543)	(19,447)	(1,35,523)
(a) Coal	43	88,369	16,848	1,10,750
(b) Others	13	22,174	2,599	24,773

The largest number of unions is in the "manufacturing" group, which is the most extensive of all the groups. The average membership per union was fairly high among plantations, coal, railways, cotton, jute and iron and steel. The three industrially advanced States, Bombay, Madras and West Bengal, accounted for more than 63 per cent. of the total membership and 56 per cent. of the total number of unions under "cotton". The jute industry, West Bengal, had 44 unions with a membership of 77,405, out of a total of 49 unions with 81,086 members in the industry. A considerable number of women are members of trade unions in the plantations and the cotton textile industry.

TABLE LXII—*contd.*

1	2	3	4	5
III. Manufacturing	(818)	(7,06,208)	(50,312)	(7,60,523)
(*a*) Food, beverage and tobacco	191	1,06,424	5,798	1,12,222
(*b*) Textile—				
(*i*) Cotton	135	2,96,990	27,828	3,24,818
(*ii*) Jute	49	74,006	7,080	81,086
(*iii*) Others	21	12,860	946	13,806
(*c*) Clothing, footwear, etc.—				
(*i*) Clothing	1	216	..	216
(*ii*) Footwear	4	4,724	8	4,732
(*iii*) Other wearing apparel and made up textile goods.	8	5,730	5	5,735
(*d*) Wood and Cork	9	2,558	45	2,603
(*e*) Paper and paper products ..	10	7,871	298	8,169
(*f*) Printing, publishing and allied trades.	68	28,272	16	28,288
(*g*) Leather and leather products (except footwear).	11	7,863	55	7,918
(*h*) Rubber products	8	4,837	..	4,837
(*i*) Chemical and chemical products	57	27,391	1,330	28,721
(*j*) Non-metallic mineral products—				
(*i*) Cement	11	5,984	796	6,780
(*ii*) Others ..	27	6,895	295	7,190
(*k*) Basic Metal Industries—				
(*i*) Iron and Steel	39	56,267	1,859	58,126
(*ii*) Others	1	308	..	308
(*l*) Metal products	48	18,438	234	18,672
(*m*) Machinery—				
(*i*) General	30	9,566	173	9,739
(*ii*) Electrical	15	2,246	24	2,270
(*n*) Transport equipment ..	7	1,580	1	1,581
(*o*) Others	68	25,182	3,521	32,706
IV. Construction	26	11,159	177	11,336
V. Electricity, Gas, Water and Sanitary Services.	114	26,079	2,037	28,116
VI. Commerce—	(274)	(74,425)	(217)	(74,726)
(*a*) Wholesale and retail trades ..	96	28,777	146	28,923
(*b*) Banking and Insurance ..	115	28,607	21	28,772*
(*c*) Others	63	17,041	50	17,091
VII. Transport, Storage and Communication.—	(245)	(5,45,154)	(2,217)	(5,47,371)
(*a*) Railways	78	3,35,647	1,563	3,37,210
(*b*) Tramways	5	10,855	2	10,857
(*c*) Motor Transport	73	26,984	12	26,996
(*d*) Seamen	12	51,500	3	51,503
(*e*) Docks and ports	22	62,817	412	63,229
(*f*) Posts and Telegraphs ..	7	6,700	4	6,704
(*g*) Others	48	50,651	221	50,872
VIII. Services	143	43,904	4,294	48,198
IX. Miscellaneous	162	61,968	4,134	66,739*
Total ..	1,890	16,84,028	1,19,597	18,16,255*

*Sex classification in respect of 12,680 members [648 in I (*a*) and 1,725 in I (*c*) under Agriculture and allied activities, 5533 in II (*a*) under mining and quarrying, 4,003 in III (*o*) under Manufacturing, 84 in VI (*b*) Commerce and 687 under IX Miscellaneous] is not known.

Note : Figures in brackets show group totals.

Size of Unions.*—Frequency distribution by membership of registered trade unions, submitting returns for 1949-50, is given below.

TABLE LXIII

DISTRIBUTION OF REGISTERED TRADE UNIONS SUBMITTING RETURNS ACCORDING TO MEMBERSHIP AS ON 31ST MARCH, 1950

Membership	Unions which furnished figures of membership		Membership at the end of the year	
	Number	Percentage to total	Number	Percentage to total
1	2	3	4	5
Below 50	250	13·0	7,799	0·4
50 to 99	290	15·1	20,820	1·1
100 to 299	590	30·7	1,06,343	5·8
300 to 499	209	10·9	81,626	4·5
500 to 999	277	14·4	2,01,899	11·2
1,000 to 1,999	145	7·6	2,01,189	11·0
2,000 to 4,999	92	4·8	2,85,008	15·7
5,000 to 9,999	32	1·7	2,17,038	11·9
10,000 to 19,999	19	1·0	2,53,993	13·9
20,000 and over	15	0·8	4,45,417	24·5
Total ..	1,919	100·0	18,21,132	100·0

As in the previous year, the model group is that of unions with a membership of 100 to 299, which in 1949-50 accounted for 30·7 per cent. of the unions and 5·8 per cent. of the total membership. Unions with membership below 300 constituted nearly 59 per cent. of the total, thus showing that small-sized unions predominate in this country. On the other hand, only 0·8 per cent. of the unions had a membership of 20,000 and over, but they accounted for 24·5 per cent. of the total membership.

Trade Union Finances.—The table below shows details regarding the general funds of trade unions in 1949-50 separately for workers' and employers' organisations.

*A list of trade unions having a membership of 1,000 or more has been given in Appendix VI of this *Year Book*.

TABLE LXIV

GENERAL FUNDS OF REGISTERED TRADE UNIONS SUBMITTING RETURNS FOR THE YEAR 1949-50

	Number of unions submitting returns	Opening balance	Income	Expenditure	Closing Balance
		Rs.	Rs.	Rs.	Rs.
Workers' Unions—					
Central Unions ..	40	1,30,693	3,36,192	2,81,204	1,85,681
States Unions ..	1,857	36,19,136	41,02,797	34,63,225	42,58,708
Total ..	1,897	37,49,829	44,38,989	37,44,429	44,44,389
Employers' Unions—					
Central Unions ..	1	53,804	5,862	3,152	56,514
States Unions ..	28	19,13,689	25,14,719	20,69,247	23,59,161
Total ..	29	19,67,493	25,20,581	20,72,399	24,15,675
GRAND TOTAL ..	1,926	57,17,322	69,59,570	58,16,828	68,60,064

The employers' unions, though only few in number (about 1·5 per cent. of the unions submitting returns) accounted for about 35·6 per cent. of the total expenditure. Their average income and expenditure were Rs. 86,917 and Rs. 71,462 respectively, as against an average income of Rs. 2,350 and an average expenditure of Rs. 1,974 of the workers' unions. The 41 Central unions (including one employers' union), which submitted returns, had an average income of Rs. 8,343 and an average expenditure of Rs. 6,935.

Items of Income and Expenditure.—The following two tables give respectively (*a*) percentage distribution of income according to sources, and (*b*) percentage distribution of various items of expenditure to the total expenditure.

TABLE LXV

PERCENTAGE DISTRIBUTION OF INCOME TO TOTAL ACCORDING TO SOURCES

Sources of Income	Trade Unions					Federations
	All Unions	Workers' Unions		Employers' Unions		
		State	Central	State	Central	
1	2	3	4	5	6	7
Contributions from members	76·9	77·1	90·4	74·8	79·2	91·0
Donations ..	7·1	11·6	5·1	0·1	..	6·6
Sale of periodicals, etc. ..	0·2	0·3	1·0	..	..	..
Interest on investments	1·0	1·1	..	0·8	20·8	1·4
Miscellaneous ..	14·8	9·9	3·5	24·3	..	1·0

TABLE LXVI

PERCENTAGE DISTRIBUTION OF EXPENDITURE ACCORDING TO ITEMS OF EXPENDITURE

Items of Expenditure	Trade Unions					Federations
	All Unions	Workers' Unions		Employers' Unions		
		State	Central	State	Central	
1	2	3	4	5	6	7
Salaries, allowances, etc. of officials.	11·8	15·6	19·8	4·9	15·9	4·6
Establishment ..	35·5	27·5	40·9	48·1	23·8	9·6
Auditors' fees ..	0·5	0·8	0·4	0·1	1·5	0·1
Legal expenses ..	2·5	3·6	0·8	1·0	..	1·6
Trade disputes ..	3·2	5·0	0·1	0·5	..	4·1
Compensation for loss arising out of trade disputes.	0·6	1·0	..	..	..	..
Funeral, old age, sickness, unemployment and other benefits.	1·6	2·5	0·5	..	..	14·6
Educational, social and religious benefits.	1·3	1·8	1·5	0·3	..	47·8
Publication of Periodicals	0·5	0·6	2·9	..	..	10·3
Others	42·5	41·6	33·1	45·1	58·8	7·3

The major source of income is "contributions from members" while donations, too, form a significant source of income. The most important item of expenditure appears to be "expenses of establishment".

Federations of Trade Unions.—There were 17 federations on the registers ; of these, only 11 federations submitted returns. These 11 federations had 283 affiliated member-unions, an annual income of Rs. 270,793 and an annual expenditure of Rs. 223,893.

Registered trade Unions in part B States

The Labour Bureau collected trade union statistics for 1949-50 from the following six States: Hyderabad, Madhya Bharat, Mysore, Rajasthan, Saurashtra and Travancore-Cochin*. These six States had 271 unions, 200 of which had a membership of 155,627. The following table gives the details of membership of these unions.

TABLE LXVII

REGISTERED TRADE UNIONS AND THEIR MEMBERSHIP 1949-50

States	Number of trade unions		Membership of trade unions submitting returns				Average membership per union	Percentage of women membership to total membership
	on registers	submitting returns	at the beginning of the year	at the end of the year				
				Men	Women	Total		
I.—Workers' Unions—								
(a) *Central Unions*—								
Hyderabad	9	6	N.A.	21,010	448	21,458	3,576	2·1
(b) *State Unions*—								
Hyderabad	81	45	N.A.	22,652	2,612	25,264	562	10·3
Madhya Bharat	21	14	3,601	16,463	2,013	18,476	1,680	10·9
Mysore	34	33	31,251	32,133	1,573	33,706	1,021	4·7
Rajasthan	35	16	N.A.	N.A.	N.A.	12,127	758	N.A.
Saurashtra	28	28	11,371	10,164	1,244	11,408	407	10·9
Travancore-Cochin ..	56	56	22,850	29,808	2,740	32,548	581	8·4
Total (Workers' Unions) ..	264	198	69,073	1,32,230	10,630	1,54,987	783	7·4†
II.—Employers' Unions—								
State Unions—								
Hyderabad	6	1	N.A.	142	3	145	145	2·1
Madhya Bharat	1	1	150	495	..	495	495	..
Total (Employers' Unions) ..	7	2	150	637	3	640	320	0.5
GRAND TOTAL ..	271	200	69,223	1,32,867	10,633	1,55,627	778	7·4

N.A.—Figures not available. † Excluding Rajasthan.

*The returns for Hyderabad, Madhya Bharat, Saurashtra and Travancore-Cochin were for the year ending 31st March 1950; those for Mysore related to the calendar year 1949, while Rajasthan sent the returns for the year ending September 1950.

Of the six States, Hyderabad claimed the largest number of unions and membership, namely, 35 per cent. and 30 per cent. of the total respectively. On an average, each union in the Part B States had a membership of 778. The number of women trade unionists is high in Part B States, the overall percentage to total being 7·4. More than 10 per cent. of the membership of workers' unions in the States of Hyderabad, Madhya Bharat and Saurashtra consists of women workers.

Industrial Classification.—The following table shows the number of unions submitting returns and their membership classified according to industries.

TABLE LXVIII

CLASSIFICATION OF TRADE UNIONS ACCORDING TO INDUSTRIES*

Industry	Number of unions furnishing returns	Membership at the end of the year		
		Men	Women	Total
I.—Agriculture and allied activities.	2	626	..	626
II.—Mining and Quarrying ..	5	11,640	462	12,351†
III.—Manufacturing	84	53,352	6,764	63,902†
IV.—Construction	2	817	..	817
V.—Electricity, Gas, Water and Sanitary Services.	12	3,531	151	4,452†
VI.—Commerce	10	3,225	40	3,265
VII.—Transport, Storage and Communications.	15	24,766	68	32,000†
VIII.—Services	4	920	328	1,248
IX.—Miscellaneous	10	4,182	80	4,418†
Total ..	144*	1,03,059	7,893	1,23,079†

*Classification for the unions in Travancore-Cochin is not available.
†Sex classification in respect of 12,127 members (249 under Mining and Quarrying, 3,786 under Manufacturing, 770 under Electricity, Gas, Water and Sanitary services, 7,166 under Transport, Storage and Communications and 156 under Miscellaneous) for the State of Rajasthan is not known.

The largest number of unions and membership are in the "manufacturing" group, while the group "agriculture and allied activities" and "construction" have little organised labour. The average membership per union is the highest in "mining and quarrying", namely 2,470.

Size of Trade Unions.—The frequency distribution of membership of registered trade unions, submitting returns, is given in the following table :

TABLE LXIX

FREQUENCY DISTRIBUTION OF MEMBERSHIP OF REGISTERED TRADE UNIONS*

Membership	Unions which furnished figures of membership		Membership at the end of the year	
	Number	Percentage to total	Number	Percentage to total
Below 50	13	8·8	424	0·4
Between 50 and 99	26	17·6	1,826	1·7
Between 100 and 299	55	37·2	9,827	9·0
Between 300 and 499	12	8·1	4,513	4·1
Between 500 and 999	16	10·8	10,850	10·0
Between 1,000 and 1,999	11	7·5	15,640	14·4
Between 2,000 and 4,999	10	6·7	31,429	28·9
Between 5,000 and 9,999	4	2·7	21,939	20·2
Between 10,000 and 19,999 ..	1	0·6	12,312	11·3
20,000 and over	..	..	..	..
Total ..	148*	100·0	1,08,760	100·0

*Excluding figures for Hyderabad.

The conclusions are more or less the same as those in case of unions in Part A and C States. The biggest union among Part B States was the Indore Mill Mazdoor Sangh, which had a membership of 12,312.

General Funds.—The General Fund Account of registered trade unions, submitting returns in the various States is shown in the following table. It may be stated that financial returns were made available only by 192 out of the 271 registered trade unions.

TABLE LXX

GENERAL FUNDS OF REGISTERED TRADE UNIONS SUBMITTING RETURN

States	Number of unions submitting returns	General Fund Account			
		Opening balance	Income	Expenditure	Closing balance
		Rs.	Rs.	Rs.	Rs.
I.—Workers' Unions—					
(a) *Central Unions*—					
Hyderabad	6	10,911	28,965	24,193	15,683
(b) *State Unions*—					
Hyderabad ..	45	6,540	69,476	45,406	30,610
Madhya Bharat	14	33,810	68,500	66,820	35,490
Mysore	32	41,802	73,064	62,067	52,799
Travancore-Cochin ..	49	9,316	33,635	29,428	13,523
Saurashtra	28	18,501	40,710	32,413	26,798
Rajasthan	16	*	9,357	16,198	*
Total (Workers' Unions)	190	1,20,880	3,23,707	2,76,525	1,74,903
II.—Employers' Unions—					
State Unions—					
Hyderabad ..	1	224	446	339	331
Madhya Bharat ..	1	375	532	853	54
Total (Employers' Unions).	2	599	978	1,192	385
GRAND TOTAL ..	192	1,21,479	3,24,685	2,77,717	1,75,288

*Figures not available.

The average income and expenditure per workers' union were Rs. 1,704 and Rs. 1,455 respectively and per employers' union Rs. 489 and Rs. 596 respectively.

Distribution of Income and Expenditure.—The following two tables give the percentage distribution of income by sources and the percentage distribution on various items of expenditure.†

†The details in this respect for the unions in Travancore-Cochin were not available.

TABLE LXXI

PERCENTAGE DISTRIBUTION OF INCOME BY SOURCES

Sources of income	All Unions	Hydera-bad	Madhya Bharat	Saurash-tra	Mysore	Rajas-than
Contributions from members.	88·7	100·0	87·3	77·6	85·5	51·0
Donations	3·2	..	1·7	7·2	5·4	14·4
Sale of periodicals, books, etc.	0·6	..	2·3	..	..	..
Interest on investments	0·4	..	0·8	..	0·6	2·3
Income from miscellaneous sources.	7·1	..	7·9	15·2	8·5	32·3

TABLE LXXII

PERCENTAGE DISTRIBUTION OF EXPENDITURE ON VARIOUS ITEMS OF EXPENDITURE

Items of expenditure	All Unions	Hydera-bad	Madhya Bharat	Saurash-tra	Mysore	Rajas-than
Salaries, allowances, etc. of officers.	11·4	16·4	..	8·9	20·9	5·8
Expenses of Establishment	31·0	23·6	32·8	38·4	34·7	25·6
Auditors' fees ..	0·6	0·3	..	..	1·4	1·7
Legal expenses ..	1·5	1·2	0·8	0·2	3·4	0·5
Expenses in conducting trade disputes.	4·2	5·7	0·3	10·7	3·9	2·4
Compensation for loss arising out of trade disputes.	0·6	1·1	..	..	1·0	..
Funeral, old age, sickness, unemployment and other benefits.	2·4	0·3	..	1·0	8·3	1·4
Educational, social and religious benefits.	0·9	0·3	0·6	0·7	2·2	0·6
Publication of periodicals ..	3·9	0·4	12·5	1·0	1·0	0·5
Other expenses ..	43·5	50·7	53·0	39·1	23·2	61·5

The major source of income is " contributions from members ", which in the case of unions in Hyderabad appears to be the only source of income. The most important items of expenditure are " expenses of establishment " and " salaries, allowances, etc., of officers ".

ALL-INDIA ORGANISATIONS OF WORKERS

The number of affiliated unions and the membership claimed by the four principal all-India workers' organisations during the financial years 1949, 1950 and 1951 were as follows. *

TABLE LXXIII

ALL INDIA WORKERS' ORGANISATIONS

Organisations	No. of unions affiliated			Membership		
	1949	1950	1951	1949	1950	1951
Indian National Trade Union Congress.	847	1,043	1,232	1,023,117	1,431,878	1,518,568
All-India Trade Union Congress.	754	722	736	741,035	730,636	758,314
Hind Mazdoor Sabha ..	419	460	517	679,287	698,720	804,337
United Trades Union Congress.	254	306	332	331,901	366,401	384,962
Total ..	2,274	2,531	2,817	2,775,430	3,227,635	3,496,181

The distribution of the unions and membership of these four organisations as on 31st March, 1951 for certain important States and industries is given on the next page.

Structure of Trade Unions.—The majority of trade unions in India are industrial unions, that is, unions which aim at organising all the workers in a single industry irrespective of the occupation, skill, sex of the members, etc. A notable exception to this, however, is the Ahmedabad Textile Labour Association, the affiliated members of which are craft unions.

International Confederation of Free Trade Unions.—The I.C.F.T.U. established an Asian Regional Organisation, with headquarters at Calcutta, for development of free trade unionism in South-East Asia. Shri D. Mangat, an Indian trade unionist, has been appointed as the Asian Regional Secretary.

* The figures given in the table are compiled from the lists of unions and membership supplied by the organisations. The Government of India are *not* responsible for their accuracy. The 1949 figures relate to the middle of the year whereas those for 1950 and 1951 are as on 31st March.

TABLE LXXIV

DISTRIBUTION OF UNIONS AND MEMBERSHIP OF THE ALL-INDIA WORKERS' ORGANISATIONS

	I.N.T.U. Congress		A.I.T.U. Congress		H.M. Sabha		U.T.U. Congress	
	Unions	Membership	Unions	Membership	Unions	Membership	Unions	Membership
States—								
Bihar	111	1,61,660	58	52,472	72	1,33,733	48	21, 244
Bombay	44	1,41,735	83	1,42,137	136	2,45,818	5	6,951
Madras	178	1,27,937	226	1,68,972	85	1,77,048	59	1,18,529
U. P.	179	1,62,913	43	54,808	53	41,100	43	21,967
West Bengal	356	5,05,530	190	2,47,834	94	63,591	121	1,41,297
Industries—								
Railways	40	1,43,681	25	1,50,242	17	32,299	3	18,028
Other Transport	75	62,329	71	56,222	53	160,555	37	84,202
Textiles	195	4,32,953	143	2,50,776	55	109,999	28	55,576
Engineering	131	59,957	83	49,202	61	45,147	22	17,743
Municipalities	82	46,277	58	27,279	41	29,554	29	15,519
Printing Presses	37	18,583	36	18,113	13	11,239	8	11,668
Collieries	52	96,233	19	31,592	..	..	3	19,421
Plantations	32	1,61,380	..	..	..	..	10	17,036
Trade and Commerce ..	105	54,266	..	..	19	13,469	11	12,304

2. Industiial Disputes

Statistics of industrial disputes are collected by the State Labour Departments and the Regional Labour Commissioners of the Central Government and are furnished to the Labour Bureau in weekly reports. All-India statistics on the subject are compiled by the Labour Bureau and are published every month in the *Indian Labour Gazette*. At present these statistics cover the 9 Part A States and two Part C States (viz., Delhi and Ajmer) and relate to industrial disputes resulting in workstoppages involving 10 or more workers in all sectors of employment including factories, mines, plantations, transport, trade municipal services, etc. Table LXXV gives the statistics relating to the number of disputes, the number of workers involved and the number of man-days lost for the years 1939 to 1950.

TABLE LXXV

INDUSTRIAL DISPUTES RESULTING IN WORK-STOPPAGES, 1939-50*

Year 1	No. of disputes 2	No. of workers involved 3	No. of mandays lost 4
1939	406	4,09,189	49,92,795
1940	322	4,52,539	75,77,281
1941	359	2,91,054	33,30,503
1942	694	7,72,653	57,79,965
1943	716	5,25,088	23,42,287
1944	658	5,50,015	34,47,306
1945	820	7,47,530	40,54,499
1946	1,629	19,61,948	1,27,17,762
1947	1,811	18,40,784	1,65,62,666
1948	1,259	10,59,120	78,37,173
1949	920	6,85,457	66,00,595
1950	814	7,19,883	1,28,06,704

During the war and after, the number of industrial disputes increased considerably owing to various reasons and reached the record figure of 1,811 disputes in 1947 involving a total time-loss of nearly 166 lakhs of mandays. The number of disputes thereafter showed a gradual fall due among other reasons to the Industrial Truce of December, 1947, improvement in the working conditions as a result of various legislative enactments, and a substantial increase in the wages and allowances of workers brought about by state interference in industrial disputes and enforcement of the awards of Adjudicators, Industrial Tribunals, etc. The number of mandays lost also showed a corresponding decline till 1950 when due to a general strike in the cotton textile industry in Bombay the number of man-days lost rose to an abnormally high figure of 128 lakhs. The strike which involved over 2 lakhs of workers, directly or indirectly, lasted for about two months during the year and resulted in a time loss of about 94 lakhs of man-days. But for this strike, the labour situation in general showed a further improvement in 1950.

* Statistics for the period 1939 to 1946 relate to prepartition British India.

The figures in Table LXXV include strikes as also lockouts and it is difficult to separate out the figures relating to the two types of work-stoppages as the latter are often preceded by the former. Disputes in which lockouts were declared at one stage or other numbered 49 in 1950 as against 96 in 1949. They involved about 70 thousand workers in 1950 as against 102 thousand in 1949 and accounted for a time-loss of about 13 lakhs of mandays in 1950 as against 32 lakhs in 1949.

TABLE LXXVI

CLASSIFICATION OF INDUSTRIAL DISPUTES, BY STATES, 1947-1950

State	1947			1948			1949			1950		
	No. of disputes	No. of Workers involved	No. of man-days lost	No. of disputes	No. of workers involved	No. of man-days lost	No. of disputes	No. of workers involved	No. of man-days lost	No. of disputes	No. of workers involved	No. of man-days lost
Assam	64	24,021	78,541	61	13,880	29,963	20	3,030	3,426	11	3,659	5,652
Bihar	71	83,635	609,790	61	57,902	533,722	96	93,047	470,130	66	25,029	365,341
Bombay	650	727,501	4,149,468	536	384,385	1,810,793	376	269,452	1,641,952	271	368,303	10,249,550
Madhya-Pradesh.	122	157,522	1,110,284	53	74,677	276,030	37	34,529	611,306	65	84,712	337,277
Madras	200	232,344	3,230,887	161	117,401	2,366,124	114	40,112	436,642	105	58,406	357,627
Orissa	3	284	16,431	2	1,487	4,096	2	598	363	5	3,450	23,300
Punjab	..	..	..	15	6,657	24,832	11	1,468	9,863	50	7,786	67,697
Uttar-Pradesh.	125	124,775	1,060,565	103	89,931	314,775	59	42,035	595,674	74	45,238	216,582
West-Bengal.	376	412,432	5,883,762	197	220,862	2,319,782	173	169,377	2,681,411	138	104,866	1,153,419
Ajmer	90	50,153	36,722	43	28,638	36,286	13	2,451	2,096	23	15,769	27,038
Delhi	20	28,117	386,216	27	63,300	120,770	19	29,358	147,732	6	2,665	3,221
Total	1,811	1,840,784	16,562,666	1,259	1,059,120	7,837,173	920	685,457	6,600,595	814	719,883	12,806,704

Regional Distribution.—Table LXXVI shows the regional distribution of the number of disputes, workers involved and man-days lost for the four years ending 1950.

The table indicates an all-round improvement till 1949 although a few States, namely, Madhya Pradesh, Uttar Pradesh, West Bengal and Delhi suffered heavier time-losses in 1949 than in 1948. In 1950 also, with the exception of Bombay which suffered a heavy time-loss on account of the general strike in the cotton mill industry referred to above, all the major States showed further improvement in the labour situation. Only some of the smaller States such as Assam, Orissa, Punjab and Ajmer recorded higher time-losses than in the previous year.

The largest number of disputes continue to be reported from Bombay, which in 1950 accounted for nearly a third of the total number of disputes, over half the total number of workers involved and about five-sixths of the recorded time-loss. West Bengal and Madras accounted for about 17 per cent. and 13 per cent. of the disputes respectively. The disputes in West Bengal, however, were larger in magnitude (from the point of view of the number of workers involved and man-days lost) than in Madras and, in fact, than in any other State excepting Bombay.

TABLE LXXVII

CLASSIFICATION OF INDUSTRIAL DISPUTES BY INDUSTRIES, 1949-50

Industry	1949			1950		
	No. of disputes	No. of workers involved	No. of man-days lost	No. of disputes	No. of workers involved	No. of man-days lost
Textiles :						
Cotton	185	246,419	2,550,831	187	409,314	10,331,030
Jute	20	55,656	563,341	27	49,476	434,050
Others	63	7,735	105,014	78	39,611	330,203
Engineering	98	57,027	749,913	70	44,317	240,331
Minerals and Metals :						
Iron and Steel ..	12	7,433	27,632	5	524	7,260
Others	22	4,804	54,859	24	2,648	66,237
Food, Drink & Tobacco	65	21,622	243,117	60	21,181	205,493
Chemicals, Dyes, etc. ..	47	6,604	185,145	32	11,123	60,117
Wood, Stone and Glass	29	8,312	88,950	30	11,387	93,568
Paper and Printing ..	34	3,557	54,472	14	678	10,471
Skins and Hides ..	12	4,413	137,085	11	1,999	4,889
Gins and Presses ..	3	9,200	70,500	..	..	..
Mines :						
Coal	58	51,776	261,993	62	50,413	567,779
Others	13	13,093	27,978	8	3,380	23,621
Transport :						
Railways	32	14,723	22,598	25	25,535	137,643
Others	25	15,262	51,904	16	7,774	13,892
Docks and Ports ..	31	38,432	47,821	14	14,458	46,310
Plantations ..	20	13,912	124,264	10	3,500	5,466
Municipalities ..	41	45,391	882,813	27	3,207	15,043
Miscellaneous ..	110	60,086	350,305	114	19,358	213,301
Total ..	920	685,457	6,600,595	814	719,883	12,806,704

Industries affected.—Table LXXVII gives an analysis of the number of disputes, workers involved and man-days lost by industry groups for the year 1949-50. The cotton mill industry, which accounted for the largest number of disputes, also suffered the heaviest time-loss. In 1950 the industry suffered a time-loss of about 103 lakhs of man-days as against 25½ lakhs in 1949, 23 lakhs in 1948 and 71 lakhs in 1947. The jute mill industry however, showed a continuous improvement as the number of man-days lost by the industry declined from 14 lakhs in 1947 to 11 lakhs in 1948, 6 lakhs in 1949 and 4 lakhs in 1950. Engineering also recorded a similar improvement. On the other hand, mines and railways have shown a continuous increase in the number of man-days lost due to industrial disputes during the last few years. This is partly due to better reporting in these sectors. Most of the other industries showed an appreciable improvement in the labour situation in 1950 as compared to the previous year.

Causes of disputes.—Table LXXVIII gives the classification of disputes according to the main or immediate demands. Wages continue to be the most frequent single issue in disputes although the proportion of such disputes to the total is not now as high as in the previous years. A class of disputes which has grown in importance during recent years is one relating to personnel. This class includes disputes relating to retrenchment, discharge or dismissal, conduct of individuals, etc.

TABLE LXXVIII

CLASSIFICATION OF INDUSTRIAL DISPUTES BY CAUSES, 1939-1950

Year	No. of disputes relating to						
	Wages	Bonus	Personnel	Leave and hours of work	Others	Not known	Total
1939 ..	232	2	74	12	86	..	406
1940 ..	202	9	54	10	47	..	322
1941 ..	218	9	55	15	62	..	359
1942 ..	359	79	63	7	186	..	694
1943 ..	342	55	53	14	252	..	716
1944 ..	372	50	82	35	118	1	658
1945 ..	356	110	145	56	147	6	820
1946 ..	604	79	280	130	534	2	1,629
1947 ..	574	195	349	94	582	17	1,811
1948 ..	383	112	363	110	279	12	1,259
1949 ..	277	52	217	84	235	55	920
1950 ..	223	73	186	67	232	33	814

In 1950, 28·6 per cent. of the disputes (the causes of which are known) concerned wages and allowances, and 23·8 per cent. related to personnel. The proportion of disputes relating to bonus was 9·3 and leave and hours 8·6. The rest of the disputes involved other miscellaneous issues.

Results of Disputes.—Table LXXIX gives a classification of disputes according to results.

TABLE LXXIX

CLASSIFICATION OF INDUSTRIAL DISPUTES BY RESULTS, 1939-1950

Year	No. of disputes which were						
	Successful	Partially successful	Un-successful	Indefinite	In progress	Result not known	Total
1939 ..	63	144	185	..	14	..	406
1940 ..	86	80	150	..	6	..	322
1941 ..	75	111	168	..	5	..	359
1942 ..	117	169	378	17	13	..	694
1943 ..	138	210	314	49	5	..	716
1944 ..	119	175	297	49	13	5	658
1945 ..	134	155	370	135	25	1	820
1946 ..	278	274	696	317	29	35	1,629
1947 ..	310	298	700	416	61	26	1,811
1948 ..	234	143	528	305	21	28	1,259
1949 ..	112	119	359	149	24	157	920
1950	129	82	338	141	18	106	814

In 1950, slightly over 30 per cent. of the disputes which ended and of which results are known, resulted in complete or partial success to the workers, while in 49 per cent. of the disputes they were unsuccessful. In slightly over 20 per cent. of the disputes, the work-stoppages were terminated without any settlement in the issues involved. The relative proportions of the successful (complete or partial), unsuccessful and indefinite disputes was about the same in the previous year also.

Duration of disputes.—A classification of the disputes which ended in 1949 and 1950 according to duration is given in the following table.

TABLE LXXX

CLASSIFICATION OF INDUSTRIAL DISPUTES BY DURATION, 1949-50

Duration	No. of disputes		Percentage to total	
	1949	1950	1949	1950
A day or less	338	327	36·7	40·2
More than 1 day up to 5 days ..	227	223	24·7	27·4
More than 5 days up to 10 days ..	106	75	11·5	9·2
More than 10 days up to 20 days ..	66	64	7·2	7·9
More than 20 days up to 30 days ..	28	32	3·0	3·9
More than 30 days	69	46	7·5	5·7
Not known	62	29	6·7	3·6
In progress	24	18	2·6	2·2
Total ..	920	814	..	..

About 72 per cent. of the disputes which ended and of which the duration is known, lasted for 5 days or less in 1950 as against 68 per cent. of the disputes in 1949. The number of disputes lasting for more than a month also declined from 69 in 1949 to 46 in 1950.

Industrial Disputes in 1950-51

The monthly statistics of industrial disputes for the 12 months ending September 1951 are given in Table LXXXI. The major disputes during this period are described below :

TABLE LXXXI

INDUSTRIAL DISPUTES RESULTING IN WORK STOPPAGES IN 1950-51

Month	No. of disputes	No. of workers involved	No. of man-days lost
1950			
October	78	288,349	22,66,894
November	84	56,736	3,13,837
December	68	41,061	1,63,718
1951			
January	120	91,080	3,25,447
February	61	44,025	2,03,660
March	79	47,723	3,17,869
April	120	95,747	3,31,232
May	109	47,033	2,40,588
June	146	90,241	4,35,703
July	130	70,312	6,23,284
August	108	62,287	2,66,996
September	83	24,257	92,751

The general strike in the cotton textile industry in Bombay City, which started on 14th August, 1950, involving over 2 lakhs of workers over a demand for 3 months' wages as bonus for 1949 as against 2 months'

wages recommended by the Industrial Court, Bombay, continued till 16th October and was called off after the Labour Appellate Tribunal announced its decision upholding the main provisions of the Industrial Court's Award. A strike in the Maharashtra Sugar Mills, Tilaknagar (Bombay) which started on the 20th August, 1950, involving over 2,000 workers over a demand for bonus for the year 1947-48 also came to an end in October, 1950. The strike resulted in a time-loss of over 66 thousand man-days. Another major strike which ended during the month was that in the Kargali, Bokaro and Bhurkunda Collieries in Bihar, which started on 16th September, 1950, involving about 13 thousand workers over a demand for restoration of the grain concessions which were withdrawn from 1st August, 1950. The strike which was called off on the 14th October involved a time-loss of about 3 lakhs of man-days. In November again, there were a number of strikes in the collieries of West Bengal which resulted in a total loss of about 1½ lakhs of man-days to the coal industry. The demands related to the payment of overtime wages, introduction of grading system, etc.

Following an alleged assault on the manager by some workers, a lockout was declared in the Clive Jute Mills, Kidderpore (West Bengal) on 19th December, 1950. The lockout which affected about 4,000 workers continued for over one month and was withdrawn on 22nd January, 1951 at the intervention of the State Labour Commissioner. The lockout thus involved a time-loss of about 1,16,000 man-days. There was a major strike in the Swadeshi Cotton Mills, Kanpur, in January over an alleged refusal by the management to allow the workers to arrange a farewell function within the mill premises. The strike which involved about 9,200 workers resulted in a time-loss of over 60 thousand man-days. There were a number of strikes during the same period in the Empress Mills and Model Mills, Nagpur, involving a total time-loss of 33,000 man-days. The month also witnessed a general strike in the Sugar Mill Industry in Uttar Pradesh which started on 20th January, 1951, in pursuance of a resolution adopted by the United Uttar Pradesh and Bihar Chini Mill Mazdoor Federation, demanding minimum wages in accordance with the recommendations of the Nimbkar Committee, grant of retaining allowance for seasonal employees, etc. The strike involving about 12,000 workers accounted for a time loss of over 33 thousand man-days. A lockout affecting all the 5,726 workers employed was declared on 12th February, 1951, by the Swadeshi Mills Co., Bombay, following a strike by 132 workers in protest against an increase in work-load. The lockout was in force for over two months and was withdrawn on 16th April, 1951, after a time-loss of nearly 2,32,000 man-days. Nearly 3,000 workers of the Atherton West and Co., Ltd., Kanpur, were also locked out from 17th March till 7th April following a stay-in-strike by the workers over the arrest of 3 persons for alleged breach of Section 144 Cr. P.C. The lockout involved a time-loss of over 53 thousand man-days. A strike by 1,565 workers of certain hotel establishments in Bombay City was in progress throughout the first quarter of 1951 over a demand for increase in wages and dearness allowance, provident

fund, etc. The strike which started on 25th December, 1950, ended on 7th April, 1951, and involved a time-loss of over 85,000 man-days. The strikers were replaced.

The month of April witnessed unrest among Bank employees. The judgement of the Supreme Court invalidating the award of the Industrial Tribunal (Banks) gave rise to a number of strikes all over the country. Complete information regarding these strikes is not available.

About 700 workers of the Barasat Basirhet Railway went on a strike on 4th April 1951 demanding reinstatement of certain discharged workers and implementation of the Industrial Tribunal's award. The strike continued for over 4 months and was called off on 8th August after the new management took over the Railway. The strike accounted for a time-loss of over 75,000 man-days. Over 2,000 workers of the Cooper Engineering Works, Satara Road (Bombay) struck work from 12th June till 14th August demanding facilities of provident fund, gratuity, sick, privilege and casual leave, etc. The strike involved a loss of about 109 thousand man-days and was unsuccessful. A strike in the Meenakshi Mills, Madurai, in protest against an increased work-load lasted for about four weeks in June-July, 1951, and involved over 2,800 workers directly or indirectly. The strike was unsuccessful and accounted for a time-loss of over 43 thousand man-days. A number of strikes also occurred during this period in the Commonwealth group of factories in Malabar over the issue of bonus and increase in wages. The strikes in the weaving factories at Cannanore and Kozhikode, in particular, accounted for losses of about 52,000 and 40,000 man-days respectively. In July, 1951, a strike took place in 11 collieries in the Pench Valley coalfields, involving 7,000 workers. The demands related to recognition of union, increase in wages and dearness allowance, introduction of time scales and grades of pay etc. The time-loss as a result of this strike was of the order of 1·7 lakhs of man-days. Another dispute of importance during this period was that in which 3,000 workers of the Bidi factories at Raniganj (West Bengal) were involved. As it was alleged that the workers resorted to violence, a lockout was declared by the employers which lasted from 11th June till 28th August. The number of man-days lost on this account was over 2 lakhs.

Industrial Disputes in Part B States

Regular statistics relating to industrial disputes in Part B States are not still being collected. The available information in respect of certain States is however given in Table LXXXII.

The year 1950-51 recorded a great improvement in the industrial relations in Hyderabad where the number of man-days lost on account of industrial disputes declined from 4·9 lakhs in 1949-50 to slightly over 31 thousand in 1950-51. In Travancore-Cochin, on the other hand, the number of man-days lost registered a steep rise from about 1·4 lakhs in 1949-50 to about 5·4 lakhs in 1950-51.

TABLE LXXXII

INDUSTRIAL DISPUTES IN CERTAIN PART B STATES

State	1948-49			1949-50			1950-51		
	No. of disputes	No. of workers involved	No. of man-days lost	No. of disputes	No. of workers involved	No. of man-days lost	No. of disputes involved	No. of workers involved	No. of man-days lost
Hyderabad ..	154	31,878	2,21,169	103	40,887	4,85,924	35	14,622	31,516
Madhya Bharat ..	145	1,28,089	1,74,936	92	1,19,166	1,73,062	..	..	..
Mysore ..	29	59,972	10,99,740	23	23,454	57,164	16	3,101	20,386
Rajasthan ..	..	(Not available)	..	6	2,871	25,516	11	3,098	36,623
Saurashtra ..	26	10,052	2,04,398	45	20,906	63,404	52	25,221	77,550
Travancore-Cochin ..	673	1,04,315	1,18,641	327	34,682	1,39,884	273	92,089	5,36,020

3. Machinery for the Prevention and Settlement of Industrial Disputes

The Trade Disputes Act, 1929 which provided for the setting up of *ad hoc* external machinery for the settlement of disputes, was the first enactment which made provision for the establishment of statutory machinery for the prevention and settlement of industrial disputes in India. Even in this Act, no provision existed for the creation of internal machinery for resolving disputes at the initial stages by mutual negotiations. This defect in the Act was later rectified in 1938 by an amendment which provided for the appointment of conciliation officers. In Bombay, the Bombay Industrial Disputes Act, 1938 which replaced the Act of 1934, made provision not only for the appointment of Adjudicators, Conciliators, etc., but also for the creation of a permanent machinery in the shape of an Industrial Court which marked the beginning of a labour judiciary in India.

Emphasis, however, still remained on external rather than internal machinery. As a result of the increased industrial unrest during the post-war years, the urgent need for the creation of internal machinery to prevent disputes in the initial stages was realised and the Government of India enacted the Industrial Disputes Act, 1947.* With the increasing tempo of industrial strife during recent years some of the State Governments such as Bombay, Madhya Pradesh and U. P., have also adopted measures to supplement the Central Act, providing for the creation of internal and external machinery for preventing and settling industrial disputes. The machinery laid down in the Industrial Disputes Act, 1947 or in the State enactments has been created in most of the States. The paragraphs below describe briefly the type of machinery which has been set up.†

Speaking generally, the organisation set up for the prevention and settlement of disputes consists of Works Committees, Labour and Conciliation Officers and Industrial and Labour Courts for arbitration and adjudication. *Ad hoc* Industrial Tribunals are also set up by the Central and State Governments as and when necessary. Formation of Works Committees in industrial concerns employing more than 100 or 200 workers, as the case may be, has been ordered by most of the State Governments. Standing Industrial Courts or Tribunals have been set up in Bombay, Madhya Pradesh, Bihar, West Bengal and Madras. In addition to the Tribunals at Dhanbad and Calcutta and the All-India Industrial Tribunal (Bank Disputes), the Central Government have also set up a Labour Appellate Tribunal with headquarters at Calcutta. Information regarding the machinery set up in the various States is given below :

Assam.—The Labour Commissioner, the Assistant Labour Commissioner and the Labour Officers function as Conciliation Officers under the

* For details regarding its provisions see section on Labour Legislation.

† In this connection reference may also be made to Appendix IV in which list of officers connected with Labour Administration at the Centre and in the various States has been given.

Industrial Disputes Act, 1947. Failing settlement by conciliation, disputes are referred for arbitration or adjudication. The Labour Inspectors also hold informal conciliation proceedings with a view to settling disputes.

Bihar.—The officers under the Labour Department, viz., the Labour Commissioner, the Deputy Labour Commissioner, Assistant Labour Commissioners and Labour Officers are appointed as Conciliation Officers under the Industrial Disputes Act. Failing attempts at conciliation, disputes are referred by Government to the Standing Industrial Tribunal. *Ad hoc* Tribunals are also set up when necessary. All factories employing 100 or more workmen have been required to set up Works Committees.

Bombay.—The Commissioner of Labour, Bombay, who is the Chief Conciliator under the Bombay Industrial Relations Act, 1946 is assisted by 7 Conciliators in bringing about settlement of disputes. Out of these 7 Conciliators, 6 are at Bombay and one at Ahmedabad. Twelve officers are notified Conciliation Officers under the Industrial Disputes Act, 1947. Employers and employees are encouraged to form Joint Committees under the Bombay Industrial Relations Act, 1946 and Works Committees in concerns employing more than 100 workers under the Industrial Disputes Act, 1947. In appropriate cases employers are also required to form such committees under Government orders. The Assistant Commissioners of Labour and the Labour Officers use their good offices in settling minor disputes and individual grievances.

Under the Bombay Industrial Relations Act, 1946, an Industrial Court at Bombay having jurisdiction over the whole of the State and five Labour Courts—one at Bombay, two at Ahmedabad and one each at Sholapur and Jalgaon have been established for settlement of industrial disputes. In addition, two Wage Boards for the State—one for Cotton Textile Industry and one for Silk Textile Industry—have also been set up.

Madhya Pradesh.—The Commissioner of Labour and the Labour Officer function as Conciliators under the Madhya Pradesh Industrial Disputes Settlement Act, 1947. Under this Act, a State Industrial Court and seven District Industrial Courts have been constituted for purposes of arbitration in industrial disputes referred to them.

Madras.—The Labour Commissioner is the Chief Conciliator under the Industrial Disputes Act, 1947. He is assisted by two Assistant L. bour Commissioners, one Deputy Chief Inspector of Factories and 14 Labour Officers who have been appointed Conciliators under the Act. On the failure of conciliation proceedings, disputes are referred by Government for adjudication to Standing Industrial Tribunals set up at Madras, Madhurai, Coimbatore and Vijayawada.

Orissa.—The Chief Inspector of Factories and the Assistant Labour Commissioner have been declared Conciliation Officers for the whole State under the Industrial Disputes Act, 1947. Besides, the Sub-Divisional Magistrates of the old districts of the State and the District Magistrates of the newly formed districts are functioning as Conciliation Officers in their respective jurisdictions.

Punjab.—The Labour Commissioner and the Labour Officer have been appointed Conciliation Officers under the Industrial Disputes Act, 1947 for the prevention and settlement of industrial disputes. An Industrial Tribunal has been set up in the State under the Industrial Disputes Act, 1947.

Uttar Pradesh.—The Labour Commissioner, the Deputy Labour Commissioner, the Assistant Labour Commissioners and all the Labour and Conciliation Officers are Conciliation Officers under the Industrial Disputes Act. There are Conciliation Boards in every region which can be constituted by the Labour Commissioner, the Deputy Labour Commissioner and the Assistant Labour Commissioners. All Conciliation Officers have been notified as Chairmen of Regional Conciliation Boards. Besides, cases are also referred to the State Industrial Tribunal and Adjudicators by Government.

West Bengal.—Besides the statutory machinery provided under the Industrial Disputes Act, 1947, the Government of West Bengal have provided for conciliation through the officers* of the Labour Department. Failing attempts at settlement of disputes through conciliation they are referred to Industrial Tribunals under the Industrial Disputes, Act, 1947 for adjudication. For the purpose of speedy settlement of industrial disputes the State has been divided into eight industrial regions, each in charge of an Assistant Labour Commissioner assisted by a Labour Officer. One Regional Office is, however, in the charge of a Labour Officer.

Hyderabad.—Under the Industrial Disputes Act, 1947, Conciliation Officers have been appointed and an Industrial Tribunal has been set up. The Labour Commissioner, Deputy Labour Commissioner and 4 Senior Labour Officers have been appointed as conciliation Officers under the Act.

Madhya Bharat.—The Commissioner of Labour is the *ex-officio* Chief Conciliator and the Deputy Commissioner of Labour and the Labour Information Officer are Conciliators. An Industrial Court consisting of two members has been established at Indore. Full-time Labour Courts have been established at Indore and Ujjain and a part-time Labour Court has been set up at Gwalior.

Mysore.—The Commissioner of Labour and the Assistant Commissioners of Labour, as Conciliation Officers, initiate conciliation proceedings and negotiations for peaceful settlement of disputes. Failing settlement at the conciliation stage, the disputes will be referred to the Industrial Tribunal appointed by Government under the Industrial Disputes Act, 1947, for adjudication.

PEPSU.—Under the Industrial Disputes Act, the Assistant Commissioners and Labour Welfare Officers have been appointed as Conciliation Officers and District and Sessions Judges as Industrial Tribunals in their respective areas.

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* The Labour Commissioner and the Deputy Labour Commissioner, 10 Assistant Labour Commissioners and 11 Labour Officers have been declared as Conciliation Officers under the Industrial Disputes Act, 1947.

Rajasthan.—The Labour Commissioner and Labour Officers act as Conciliation Officers as provided for in the Industrial Disputes Act, 1947. Conciliation Boards and Industrial Tribunals are also appointed under the Industrial Disputes Act, 1947 as and when necessary. One permanent Industrial Tribunal has been appointed in the State to adjudicate in industrial disputes.

Saurashtra.—The Industrial Relations Machinery consists of the Labour Commissioner, 2 Assistant Labour Commissioners and 2 Labour Officers who have all been appointed as Conciliation Officers. There is an Industrial Tribunal to settle the industrial disputes.

Travancore-Cochin.—Industrial Relations Committees on a voluntary basis with representatives of the Unions and the Employers' Associations are being encouraged to be set up for collective bargaining on an industry-wise basis. Travancore has a tradition of voluntary collective bargaining on an industry-wise basis through these Industrial Relations Committees. The Industrial Relations Committees are on the model of the Joint Industrial Councils in United Kingdom. There were six such committees functioning in industries like coir mats and matting, oil milling, motor transport, sugar, agriculture and employment in Port. The disputes are taken up for conciliation by the Conciliation Officers only if voluntary negotiation in these committees do not succeed. If voluntary negotiation fails either at the factory level or at the industrial level the conciliation officers take up the disputes for conciliation. At the preliminary stage, in the case of minor disputes, Labour Officers also mediate. In appropriate cases disputes that are not settled either by voluntary negotiation or by conciliation are referred to Industrial Tribunals for adjudication.

Ajmer.—Works Committees have been formed in some concerns. The Labour Officer, Ajmer is also the Conciliation Officer under the Industrial Disputes Act, 1947. Failing settlement by conciliation, disputes are referred for arbitration or adjudication.

Bhopal.—The Labour Officer and the Assistant Labour Officer function as Conciliation Officers under the Industrial Disputes Act. Works Committees have also been formed in some concerns. Failing conciliation disputes are referred for adjudication to an Industrial Tribunal appointed for the purpose on an *ad hoc* basis.

Coorg.—The formation of Works Committees in factories employing more than 100 workers has been ordered. The District Magistrate, who is also the Chief Inspector of Factories, is the Conciliation Officer under the Industrial Disputes Act, 1947.

Delhi.—The Director of Industries and Labour, assisted by a Labour Officer, is entrusted with the function of conciliation in the State and the District and Sessions Judge is the sole member of the Industrial Tribunal set up for the State.

Tripura.—The Labour Officer, Divisional Officers and Sub-Divisional Officers have been appointed as Conciliation Officers under the Act.

Vindhya Pradesh.—The Labour Commissioner has been appointed as Conciliation Officer for dealing with the industrial disputes in the State. The Additional Judicial Commissioner is the permanent member of the Industrial Tribunal for the State.

4. Tripartite Labour Machinery

In the first issue of this Year Book*, a detailed outline of the Indian tripartite machinery for dealing with problems relating to labour was given. Briefly, this machinery at the centre consists of the Indian Labour Conference, the Standing Labour Committee, industrial committees and some other bodies of a tripartite nature. The Labour Ministers' Conference, though not tripartite in character, is closely associated with this machinery ; in fact, the existing tripartite machinery was evolved out of the Labour Ministers' Conference. Most of the States, following the lead given by the Centre, have set up tripartite labour organisations. Some of the important happenings during the year 1951 so far as the functioning of the tripartite labour machinery at the Centre and in the States is concerned, are mentioned in the following paragraphs.

The ninth session of the Labour Ministers' Conference (Patna, 19th and 20th January 1951) discussed the following subjects : (*i*) compulsory provident fund legislation for industrial workers ; (*ii*) labour welfare schemes ; (*iii*) enforcement of the Factories Act ; (*iv*) retrenchment in factories ; (*v*) works committees ; (*vi*) co-operation of State Governments in bringing the Labour Investigation Committee's data up-to-date ; and (*vii*) labour administration and policy during the year ending 30th June 1950.

The eleventh session of the Indian Labour Conference (New Delhi, 11th and 12th August, 1951) discussed the following subjects : (*i*) creation of welfare trust funds on statutory basis ; (*ii*) vocational training and apprenticeship ; (*iii*) resolutions of the I.L.O. Industrial Committee on Iron and Steel regarding "guaranteed wages" and "technological improvements in the iron and steel industry and their effect on employment" ; (*iv*) practicability of amalgamating at least a part of the existing dearness allowance with normal wage rates ; and (*v*) central institute for the training of factory inspectors and labour officers. In the conference, there was a large measure of agreement on the subjects of technical and vocational training and the establishment of a central training institute for factory inspectors and labour officers.

Of the industrial committees set up by the Government of India, the Coal Mining Committee and a sub-committee of the Plantations Committee had their meetings during the period under review. The agenda of the third session of the Industrial Committee on Coal Mining (Dhanbad, 28th March, 1951) included : (*i*) the activities of the Coal Mines Welfare Fund for the year 1949-50 ; (*ii*) review of the work of the Coal Mines Provident Fund and Bonus Schemes ; (*iii*) problem of surplus labour in coal mines

* *Indian Labour Year Book*, 1946, pp. 265—67.

including retrenchment ; (*iv*) measures for improving production including piece-rate work and production bonus ; (*v*) training scheme for coal miners ; (*vi*) footwear for coal miners ; and (*vii*) foodgrain and cloth concessions. On the last item, the employers agreed to the continuance of the existing system of grain concessions in collieries. A sub-committee of the Industrial Committee on Plantations (Madras, 5th February, 1951) discussed the question of the abolition of the *Kangani* system.

The Development Committee on Industries felt the necessity for constituting a compact high power body to consider and formulate agreed decisions on specific problems concerning more than one industry. Accordingly, a Joint Consultative Board, consisting of three representatives each of industry and labour with an independent Chairman elected by them, was constituted in the middle of 1951. The first two meetings of the Board, held in July and August 1951, were convened by the Ministry of Commerce and Industry. It was, however, considered that the working of the Board would be more effective if it were placed under the charge of the Ministry of Labour. The third and fourth meetings (New Delhi, 29th September and 29th October 1951) of the Board were convened by the Ministry of Labour. The Board discussed the following subjects during its four meetings : (*i*) scheme for retraining retrenched personnel in industry ; (*ii*) association of workers with management ; (*iii*) productivity studies ; (*iv*) payment by results ; and (*v*) settlement of norms with regard to demands for bonus.

Other important tripartite conferences convened by the Government of India during the period under review were (*i*) Fifth meeting of the Central Employment Advisory Committee (New Delhi, 11th December 1950) ; (*ii*) Twenty-seventh meeting of the Coal Mines Advisory Committee (Dhanbad, 15th and 16th June 1951) ; (*iii*) Sixth meeting of the Central Employment Advisory Committee (New Delhi, 3rd December 1951) ; and (*iv*) Meeting of the Coal Mines Labour Welfare Fund Advisory Committee and of the Board of Trustees of the Coal Mines Provident Fund (Dhanbad, 6th and 7th December, 1951).

A brief description of the working of the tripartite labour machinery in the States is given below.

Assam.—A State Labour Advisory Board was constituted. It was not, however, functioning properly.

Bihar.—The Bihar Central (Standing) Labour Advisory Board met twice during 1950-51 and discussed problems such as retrenchment, rival trade unions, alleged " go-slow " policy of workers and rights and status of seasonal employees in sugar factories. The State Government took action on the recommendations of the Board.

Bombay.—The State Labour Advisory Board held a meeting on 12th, 13th and 14th February, 1951 and discussed the following subjects :

(*i*) amendments to the Bombay Shops and Establishments Act, 1948; (*ii*) proposed central legislation for workers in shops and commercial establishments; (*iii*) technical training and apprentice training; and (*iv*) consideration of the reports of the sub-committees appointed by the Board in connection with the following subjects; (*a*) welfare trust funds, (*b*) co-operative societies for banking, etc., and (*c*) universal literacy among workers.

The following statement shows the number of references received and disposed of by the two wage boards for the cotton and the silk textile industries during the year ended 30th September, 1951, along with the number of references pending at the end of the year under review.

Wage Board for	No. of references pending at the beginning of the year	No. of references received during the year	No. of references disposed of during the year	No. of references pending at the end of the year
Cotton textiles	14	96	79	31
Silk textiles	12	13	4	21

Madhya Pradesh.—The tripartite committee on Bonus concluded its deliberations during the year and an agreed formula was arrived at.

Madras.—The fourth meeting of the State Labour Advisory Board was held in October, 1951.

Punjab.—In its two meetings, held during the year 1950-51, the State Labour Advisory Board decided to draft the constitution of the regional tripartite boards, recommended the provision of Labour Welfare Centres in the State, was in favour of adopting the industrial housing scheme sponsored by the Central Government and reviewed the recommendations of the Minimum Wages Committee in respect of certain employments.

Uttar Pradesh.—The Kanpur Labour Tripartite Conference and the U. P. Labour Tripartite Conference held their meetings in August, 1951 and October, 1950 respectively. The Standing Committee on Labour, U. P., consisting of members of the State Legislature and officers of the Labour Department, held two meetings (in January and June, 1951). There is also in U. P. a Standing Welfare Committee, consisting of senior officers of the Labour Department and representatives of employers and workers. It deals with labour welfare problems and meets almost every alternative month. Recently the State Labour Welfare Advisory Committee and the District Labour Advisory Committees have also been constituted. The first meeting of the former Committee was held in November, 1951.

West Bengal.—A tripartite Labour Advisory Board, with the State Labour Minister as Chairman, has been constituted. However, no meeting of this Board was held during the year under review.

Hyderabad.—The Labour Advisory Committee was reconstituted in July, 1950 and its membership now consists of : State Government representatives—7 ; Employers' representatives—6 ; Workers' representatives—6 ; and Consumers' representatives—3. During the year ending 30th September, 1951, the Committee held five meetings, of which two were convened to discuss matters in respect of industrial housing. Some other subjects discussed by the Committee were : retrenchment, works committees, compulsory provident fund, enforcement of the Factories Act, implementation of the recommendations of the Labour (Factory) Investigation Committee (Rege Committee), establishment of welfare trust funds, and amalgamation of a part of dearness allowance with the basic wages. The committee constituted two sub-committees—one to examine the question of linking of dearness allowance to the cost of living indices for industrial workers and the other to determine basic wages for skilled and semi-skilled workers in the textile industry. The first sub-committee completed its work and the second held four meetings during the period under review.

Jammu and Kashmir.—There is no State Labour Advisory Board but each factory is required to set up a " Mushawarty Board ", advisory in character on which labour has 50 per cent. representation. The Chairman is a nominee of the Government.

Madhya Bharat.—A State Labour Advisory Board has been constituted for the purpose of advising the State Ministry of Labour in matters affecting industrial relations.

PEPSU.—A Labour Advisory Board, consisting of 11 members (3 representatives of the State Government and 4 each of employers and workers) was set up in November, 1950. The Hon'ble Minister for Labour is the Chairman of the Board.

Travancore-Cochin.—A tripartite conference of the plantation industry was held at Ernakulam on 14th and 15th June, 1951. The Conference appointed a sub-committee, consisting of three representatives each of employers and workers with the Labour Commissioner as the Chairman, for considering measures to eliminate the evils of recruitment through *Kanganies* in plantation estates. The State Government also convened a tripartite conference for Municipalities on 29th June, 1951 at Trivandrum. The Conference constituted a sub-committee consisting of representatives of Municipalities, municipal workers and the State Government. The sub-committee reported on leave facilities and welfare measures for municipal employees. The recommendations of the sub-committee were accepted by the Government.

Ajmer.—A State Labour Advisory Board for Textile Industry consisting of 2 representatives each of workers and employers and 2 independent persons had been constituted. No meeting of this Board, however, was held during the year.

5. Joint Consultation in Industry

One of the main features of any progressive personnel policy is the setting up of machinery for joint consultation between management and employees on all matters of mutual interest. Such machinery gives the employees a wider interest in and greater responsibility for the conditions in which their work is performed and also prevents friction and misunderstanding between the employers and employees.

In India, the Government are greatly interested in the formation of production and Works Committees in various industries. The Industries Conference of December 1947 recommended the formation of Unit Production and Works Committees in industrial establishments in order to promote efficiency, production and harmonious relations between employers and employees.

Table LXXXIII shows the number of Works Committees and Production Committees functioning in various States and industries on 30th September 1951.

Consultation between the Government and employers' and workers' organisations is also arranged through industrial committees and working parties at the industrial level and through the Indian Labour Conference at the national level.

The Constitution of Works Committees in the Central undertakings has been enlarged in scope and extent during the year 1950-51. The number of Works Committees in the Central sphere which was 312 in 1949 increased by eleven during the year under review. Several of the Works Committees which ceased to function on technical grounds and due to lack of co-operation from the unions were revived during the year.

The *ad hoc* arrangements that were made in the Defence Undertakings for the working of Welfare Committees when the Works Committees were dissolved, have now been cancelled and fresh welfare committees are being constituted from the revived Works Committees.

Active interest is being taken in the constitution of Works Committees in mines and quarries.

TABLE LXXXIII

WORKS AND PRODUCTION COMMITTEES AS ON 30TH SEPTEMBER 1951

Serial No.		Bombay		Bihar		Madras		Orissa		Punjab		West Bengal		Hyderabad		Madhya Bharat		PEPSU		Rajasthan		Saurashtra		Ajmer		Bhopal		Delhi		Himachal Pradesh		Remarks
		W	P	W	P	W	P	W	P	W	P	W	P	W	P	W	P	W	P	W	P	W	P	W	P	W	P	W	P	W	P	
1	Paper Mills ..	30*	7*	..	..	..	..	1	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
2	Glass Works ..	..	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	
3	Electric Concerns.	5	3	..	..	..	..	1	..	..	..	2	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	
4	Sugar Factories	..	1	..	1	..	..	1	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	1	..	1	..	..	..	..	..	
5	Oil Mills ..	..	..		1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
6	Potteries ..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	1	..	..	..	
7	Printing Presses	..	..	..	..	..	..	1	..	..	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	..	..	..	
8	Textile Mills ..	..	45	..	2	..	..	1	..	25	13	28	5	..	..	1	..	..	..	4	..	5	..	4	4	..	..	4	..	..	..	
9	Rice Mills ..	..	..	..	..	..	..	11	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
10	Engineering & Metals.	69	20	..	7	..	..	..	..	17	5	8	11	..	..	..	..	..	..	3	..	..	..	..	..	..	..	17	..	..	..	
11	Chemicals, etc.	39	17		1	..	..	..	..	..	..	..	1	1	..	..	..	1	..	1	..	1	..	..	..	..	..	2	..	..	..	
12	Food, Drinks & Tobacco. ..	15	..	..	..	..	..	..	..	..	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
13	Hides and Skins	1	..		1	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
14	Cement ..	1	..		3	..	..	..	..	..	..	..	..	..	..	..	..	1	..	1	..	1	..	..	..	..	..	..	..	..	..	
15	Match ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	
16	Transport ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	
17	Miscellaneous ..	85	22	102	4	..	..	1	2	56	35	34	2	..	..	..	..	2	..	20	..	4	..	..	..	1	..	11	..	7	8	
	Total ..	245	115	102	20	486†	200†	20	5	98	53	78	23	2	..	1	..	6	..	35	..	15	..	5	4	2	..	40	..	7	8	

W. Works Committees.

P. Production Committees.

*Includes Printing Presses also.

†Industry wise distribution not available.

CHAPTER V

WAGES AND EARNINGS

The position regarding wages and earnings* is discussed below separately for:

1. Factory industries ;
2. Mines ;
3. Plantations ;
4. Transport and Communications ;
5. Ports ;
6. Municipalities ;
7. Public Works Departments ;
8. Seamen ; and
9. Employments covered by the Minimum Wages Act.

1. Factory Industries

COTTON MILL INDUSTRY

Basic wages.—The wage rates fixed by awards† during the years 1947-49 in important centres of the industry continued to remain in force during the year under review. The minimum basic wage rates obtaining in the various centres of the industry are : Rs. 30 p.m. in Bombay city and Suburbs, Kanpur and Delhi, Rs. 28 p.m. in Ahmedabad, Rs. 26 p.m. in Sholapur, Madhya Pradesh, Madras State, Bhopal and Madhya Bharat and Rs. 21 p.m. in Gadag, Surat and Saurashtra. The units in Baroda pay basic wages at 90 per cent. of the rates obtaining in Ahmedabad. In Hyderabad two units pay a basic minimum wage of Rs. 30 p.m. while one unit pays a minimum wage of Rs. 26 p.m. In Bangalore the basic wage rates vary from Re. 0-10-0 per day to Re. 0-14-9 per day while in the unit in Mysore, it amounts to Re. 0-8-0 per day. In Travancore-Cochin one unit pays a basic minimum wage of Rs. 26 p. m. while another pays a basic wage of Rs. 20 p.m. The basic wage is Rs. 20-2-5 in West Bengal. It amounts to Rs. 25 p.m. in the mills in Beawar.

Dearness allowance.—With the exception of West Bengal where dearness allowance is paid at a flat rate of Rs. 30 p.m. dearness allowance is paid in all the important centres of the industry on a scale linked to the cost of living index numbers. Cotton mills in Bombay pay dearness allowance at the rate of 1·9 pies per day per point of rise above 105 in the Bombay cost of living index number and the mills in Ahmedabad pay dearness allowance at the rate of 2·84 pies per day per point of rise above 73 in the cost of living index number for Ahmedabad. Dearness allowance is paid to the workers in Sholapur at the rate of 1·75 pies per day per point of rise above 73 in the cost of living index number for Sholapur.

*For details regarding sources see the *Indian Labour Year Book*, 1948-49 (p. 154).

†Details may be seen from the *Indian Labour Year Book*, 1947-48, pp. 125-26 and 1948-49, pp. 155-56.

In Madras two different rates are in force: a rate of 3 annas per month per point of rise above 100 in the Madras city cost of living index number, for the mills situated in the larger centres of the industry like Madras city, Madura and Coimbatore; and a lower rate of 2½ annas per point per month for the smaller textile centres in the State.

The rate of dearness allowance in the cotton mill industry in Madhya Pradesh is 1·1 pies per day per point of rise above 100 in the Nagpur cost of living index number.

Cotton mills in Kanpur pay dearness allowance on a scale linked to the Kanpur cost of living index number as given below:

Cost of living index number	100-125	126-200	201-300	301-400	401-500	501-600	601-700
Rate of dear food allowance (in annas per point of rise).	Nil	3·0	2·8	2·7	2·5	2·3	2·0

In Delhi, the larger units pay dearness allowance on a scale linked to the Delhi cost of living index number with base *1944=100*. The rate is Rs. 44-12-0 for the rise of the first 20 points and 4·37 pies per day per point thereafter.

In the mills in Beawar, dearness allowance is paid, since July 1950 at a flat rate of Rs. 20 p. m.

The mills in Baroda pay dearness allowance at 90 per cent. of the Ahmedabad rate, whereas in the centres in Madhya Bharat dearness allowance is based on the three monthly average of the cost of living index numbers for Bombay, Ahmedabad and Sholapur. The unit in Bhopal pays dearness allowance on the same scale as in Madhya Bharat. The two units in Travancore-Cochin pay dearness allowance on a scale linked to the cost of living index numbers, the actual rate of allowance being 2½ annas p.m. per point above 100 in one and 2¼ annas in the other.

The majority of units in Mysore State pay dearness allowance according to a scale linked to cost of living index numbers. The rate is Re. 0-2-6 per month per point of rise above 100 in the cost of living index numbers.

Workers in the cotton mills in Hyderabad State get, as a result of the recommendations of the Hyderabad Labour (Factory) Investigation Committee, a dearness allowance of Rs. 26 p.m.

Table LXXXIV contains data regarding the actual amounts of dearness allowance paid to workers in some of the important cotton textile centres during 1950-51.

TABLE LXXXIV

AMOUNT OF DEARNESS ALLOWANCE PAID TO COTTON MILL WORKERS IN DIFFERENT CENTRES

Month	Bombay	Ahmedabad	Sholapur	Nagpur	Madras	Delhi	Kanpur	Indore	Baroda	Bangalore
	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.
October 1950	56 1 0	76 2 3	51 11 8	41 0 6	42 12 0	53 14 0	55 7 6	49 2 0	68 8 5	35 12 6
November 1950	55 1 0	76 2 3	49 13 4	41 7 0	43 2 0	52 6 0	55 12 6	49 2 0	68 8 5	36 6 6
December 1950	53 4 0	68 1 0	49 6 10	41 7 0	42 6 0	52 1 0	55 5 0	49 2 0	61 4 1	35 15 0
January 1951	52 12 0	64 9 9	52 15 2	41 4 10	42 6 0	52 7 0	53 14 6	45 15 0	58 2 5	35 5 0
February 1951	50 9 0	62 4 9	52 8 8	41 4 10	42 6 0	50 4 0	54 11 0	45 15 0	56 1 1	35 10 0
March 1951	55 9 0	63 13 6	54 2 8	41 2 8	42 9 0	52 6 0	54 13 6	45 15 0	57 7 4	36 14 0
April 1951	58 6 0	69 3 6	54 13 6	41 11 4	42 15 0	54 9 0	54 11 0	48 9 0	62 4 9	37 10 6
May 1951	59 3 0	75 0 0	54 0 6	42 8 4	43 11 0	55 0 0	55 2 6	48 9 0	67 8 0	38 2 0
June 1951	59 3 0	75 12 3	54 12 0	43 3 2	44 1 0	56 0 0	55 12 6	48 9 0	68 3 0	38 4 6
July 1951	59 11 0	78 13 6	57 1 9	43 7 6	44 7 0	56 9 0	56 14 0	52 2 0	70 15 4	38 4 6
August 1951	60 15 0	76 2 3	56 14 0	43 9 8	44 7 0	58 15 0	57 10 6	52 2 0	68 8 5	38 9 6
September 1951	57 6 0	75 12 3	58 1 0	43 11 10	44 10 0	58 7 0	59 6 0	52 2 0	68 3 0	38 7 0

Bonus.—The practice of paying an annual profit bonus to the workers has been in vogue for some years now in many of the larger centres and units of the industry. The payment of such bonus is generally dependent upon certain conditions regarding attendance, non-participation in illegal strikes, etc. The bonus is calculated on the basis of basic wages, although, often times the terms basic wages and basic earnings are used by Adjudicators, etc., in an identical sense. The following table gives details of bonuses paid in important centres of the industry during the years 1948, 1949 and 1950.

TABLE LXXXV

BONUS IN COTTON TEXTILE INDUSTRY

State	Centre	Bonus paid for		
		1948	1949	1950
1	2	3	4	5
Bombay ..	Cotton mills in Bombay city	4½ months' wages	1/6th of wages	15% of wages
	Cotton mills in Ahmedabad	4½ months' wages	Do.	..
	Cotton mills in Sholapur	1/6th of basic earnings	..	..
	4 cotton mills in Baroda	4½ months' wages	..	..
Madras ..	B. & C. Mills, Madras	15% of wages earned	15% of wages earned.	..
	Madura Mills Co.	3 months' wages	3 months' wages	..
	Cotton mills in Coimbatore	33⅓% of basic wages	..	..
Madhya Pradesh [1]	All Cotton mills	3 months' wages (for 1947-48)	..	..
Madhya Bharat	Cotton mills in Madhya Bharat	31·25% of basic earnings	..	..
Uttar Pradesh	Cotton mills in Kanpur	@ Re. 0-4-0 per rupee of basic earnings	@ Re. 0-4-0 per rupee of basic earnings	..
Delhi ..	Delhi Cloth Mills	¼th of basic earnings for 1948-49	..	Rs. 140 per worker
	Birla Cotton Mills	¼th of basic earnings	¼th of basic earnings	..
Beawar ..	3 Cotton mills ..	25% of earnings (including dearness allowance)	25% of earnings (including dearness allowance)	..
Bhopal ..	Bhopal Textiles Ltd.	..	1/6th of basic earnings for 1948-49	1/24th of basic earnings for 1949-50
Hyderabad	2 Cotton mills	..	2 months' basic earnings for 1948-49.	..
Mysore ..	Bangalore Woollen, Cotton and Silk Mills.	20% of basic earnings	20% of basic earnings	..
Travancore-Cochin.	A. D. Cotton Mills, Quilon	7% of wages	..	..
Saurashtra ..	2 mills at Bhavnagar.	..	1/12th of basic earnings in one unit and 1/6th in the second	..

Trends of earnings in the cotton textile industry.—The following table, compiled from the returns received under the Payment of Wages Act, gives data regarding average annual earnings of employees in receipt of an income below Rs. 200 p.m., employed in cotton mills in the various States in India for the years 1939 and 1943 to 1950.

TABLE LXXXVI

AVERAGE ANNUAL EARNINGS OF COTTON MILL WORKERS

State	1939	1943	1944	1945	1946	1947	1948	1949	1950
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Bombay ..	337	836	933	879	847	1,041	1,245	1,341	1,221
Madhya Pradesh	..	482	506	562	495	652	797	870	1,083
Madras	190	363	370	361	441	670	754	916	..
U. P.	270	595	588	573	602	708	1,001	1,096	1,062
West Bengal ..	212	401	499	443	486	644	633	752	737
Delhi	324	532	824	784	745	849	1,049	1,109	1,137
All States ..	329	684	772	723	722	911	1,094	1,193	1,163

JUTE MILL INDUSTRY

Basic wages.—The basic minimum wage of the least skilled workers in the jute mill industry in West Bengal as fixed by the Industrial Tribunal in 1948, is Rs. 26 p.m. Workers in the jute mills in Kanpur get a basic minimum wage of about Rs. 12 p.m. It amounts to Rs. 24-6-0 p.m. (6¼% less than in West Bengal) in the industry in Bihar; and in South India, the minimum wage is Rs. 19-8-0 p.m.

Dearness allowance.—In West Bengal since September 1948 the workers were getting dearness allowance at a flat rate of Rs. 32-8-0 comprising Rs. 23-13-3 as dearness allowance proper and Rs. 8-10-9 as money value of food concessions. In November 1951, the cash dearness allowance was increased by Rs. 5 p. m. In Kanpur dearness allowance is paid according to the scale laid down by the Employers' Association of Northern India which is linked to the cost of living index number for Kanpur. Dearness allowance amounted to about Rs. 1-10-0 per day in April, 1950. In the jute mills in Bihar dearness allowance amounts to Rs. 30-7-6 p.m. being 6¼ per cent. less than that obtaining in West Bengal. In the jute mills in South India workers get a dearness allowance of Rs. 22-12-0 p. m. besides food concessions valued at Rs. 4-7-0 p.m.

Workers in the industry in West Bengal are entitled to get compensation for involuntary unemployment at the rate of 50 per cent. of basic

wages and of dearness allowance proper in addition to the full food concession benefit in cash or kind.

Bonus.—During the year 1949-50, none of the units in the industry in West Bengal, Bihar and South India paid a profit bonus to their workers. Two units in Kanpur paid a bonus equivalent to Re. 0-2-8 per rupee and Re. 0-4-0 per rupee respectively of the yearly basic earnings for the year 1949.

Trend of earnings in the jute mill industry.—Data regarding the average annual earnings of workers in the jute mill industry, compiled from the returns under the Payment of Wages Act, in 1939 and from 1943 onwards, are given in the following table :—

TABLE LXXXVII

AVERAGE EARNINGS OF WORKERS IN THE JUTE MILL INDUSTRY

State	1939	1943	1944	1945	1946	1947	1948	1949	1950
Bihar	177	260	288	375	219	204	374	615	790
Madras ..	129	255	270	322	341	482	401	495	..
U. P. ..	149	445	421	394	436	554	798	945	827
West Bengal ..	235	357	366	393	431	503	645	803	807
All States ..	231	356	363	391	425	498	638	795	807

WOOLLEN MILL INDUSTRY

The minimum basic wages in the woollen mill industry show wide variations as between centre and centre and even between various units in the same centre. For instance, they vary from Rs. 24 to Rs. 43-2-0 p. m. in Bombay and Rs. 19 to Rs. 30 p. m. in U. P. In Bangalore the minimum wage rate per day is Re. 0-14-9 for men and Re. 0-11-6 for women while in the Punjab the largest unit in the industry pays a daily minimum wage of 9 annas per day.

Dearness allowance.—Most of the units in the Punjab do not pay any separate dearness allowance but pay a consolidated wage. However, in the unit at Dhariwal, dearness allowance is paid on a scale graded according to income groups : workers getting basic wages upto Rs. 50 p.m. are paid a dearness allowance of Rs. 25 p.m. in addition to a special allowance of Rs. 9 p.m. The units in Bombay city pay dearness allowance according to the Bombay Millowners' Association scale, while the unit in Baroda pays at a rate of 90 per cent. of the Ahmedabad cotton textile scale of dearness allowance. Woollen mills in Kanpur pay dearness allowance (on a scale linked to the cost of living index number) at the same rate as the one obtaining in the cotton mills in Kanpur.*

*For details of the rate of allowance, please see p 195.

Earnings.—Data regarding basic wages and total monthly earnings of important categories of workers in some units of the industry are given in the statement below :—

TABLE LXXXVIII

MONTHLY BASIC WAGES AND EARNINGS OF CERTAIN CATEGORIES OF WORKERS IN THE WOOLLEN MILL INDUSTRY (SEPTEMBER 1951)

	Kanpur		Bombay		Dhariwal		Ambernath	
	Basic wages	Total earnings	Basic wages	Total earnings	Basic wages	Total earnings	Basic wages	Total earnings
	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.
Weaver—								
1 loom	47 1 0	104 12 0	..	115 7 4	44 6 0	78 6 0	71 1 6	128 7 6
2 looms	..	..	..	138 3 6	..	..	..	..
Handlooms	32 15 0	90 10 0	..	..	30 10 0	64 10 0	..	..
Winder	31 3 0	88 14 0	34 2 0	79 1 7	15 5 0	49 5 0	30 7 6	87 13 6
Drawer	33 4 0	90 15 0	61 12 0	95 5 9	18 12 0	52 12 0	48 12 0	106 2 0
Spinner	33 5 0	91 0 0	43 14 0	95 1 0	15 5 0	49 5 0	29 4 0	86 10 0
Doffer	30 0 0	87 11 0	30 1 0	71 5 0	15 5 0	49 5 0	28 0 0	85 6 0
Reeler	34 14 0	92 9 0	32 8 0	70 13 10	15 5 0	49 5 0	28 0 0	85 6 0
Carder	30 0 0	87 11 0	36 9 0	91 4 7	18 6 0	52 6 0	31 11 0	89 1 0
Mazdoors	30 0 0	87 11 0	30 1 0	72 0 0	15 5 0	49 5 0	28 0 0	85 6 0

Bonus.—A number of woollen mills in Bombay city paid, for the year 1949-50, a bonus equivalent to 1/8th to 1/6th of the basic earnings during the year, while one unit in Ahmedabad paid, for the year 1948, a bonus of 2½ months' wages. The unit at Dhariwal has been paying for the last several years, a gratuity of 25 per cent. of basic earnings during each year.

SILK MILL INDUSTRY

Basic wages.—According to the available information, rates of basic minimum wages in this industry are much lower than those in the cotton industry except in a few centres like Bombay city. These rates vary from 6 annas to Rs. 1-8-0 per day in Mysore. The rate is annas 6 per day in Kashmir and annas 4 in Madras while in West Bengal it varies from Rs. 20 to Rs. 25 (consolidated) per month. The rate is Rs. 20 p.m. in Ahmedabad and Rs. 1-2-6 per day or Rs. 30 p. m. in Bombay.

Dearness allowance.—Dearness allowance is paid at varying rates in different centres. It is linked to the cost of living index only in Bombay city, where the dearness allowance amounts to ¾ths of the cotton mill rate. In Ahmedabad dearness allowance varies between Re. 1 and Rs. 1-4-0 per day. In the silk mills in Kashmir the allowance amounts to 75 per cent. of basic wages. In Madras it amounts to Rs. 16 p. m. and in Mysore it ranges from Rs. 12-0-0 to Rs. 15 p. m.

The following table gives details regarding the minimum basic wages and minimum dearness allowance paid in important centres of the silk mill industry.

TABLE LXXXIX

MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE IN THE SILK MILL INDUSTRY (1950)

State (1)	Unit (2)	Minimum basic wage (3)	Minimum dearness allowance (4)
		Rs. A. P.	Rs. A. P.
Bombay ..	Thirty-nine silk mills in Bombay City.	30 0 0 p.m.	39 15 0 (July, 1950)
	Hathiwala Silk Mills, Surat.	1 0 0 per day	50 % of basic wages.
Mysore ..	Sri Rama Silk Mills, Bangalore.	0 10 0 per day	12 8 0 p. m. (August, 1950)
	Mysore Spun Silk Mills Ltd.	0 6 0 per day	14 0 0 p.m. (August, 1950)
Kashmir	Jammu and Kashmir Govt. Silk Factory, Srinagar.	0 6 0 per day	70 % of basic wages.
Madras ..	Government Silk Filatures, Kollegal.	0 4 0 per day	16 0 0 p. m. (August, 1950)
West Bengal	Bengal Silk Mills, Calcutta.	20 0 0 to 25 0 0 per month	Consolidated wages.

ENGINEERING INDUSTRY

General Engineering

Basic wages.—In the engineering industry in West Bengal, the basic minimum wage of an unskilled worker is Rs. 30 p. m. and that of a semi-skilled worker Rs. 35 p. m. In Bombay city in a number of engineering concerns, Adjudicators have fixed a basic minimum wage of Rs. 1-2-6 per day or Rs. 30 p. m. although in a few units, slightly higher rates have been fixed. For instance, in the case of Allen Berry and Co. the basic minimum wage amounts to Rs. 1-6-0 per day or Rs. 35-12-0 p. m. of 26 working days and in General Motors Ltd., it amounts to Rs. 40 p.m. In the concerns in the mofussil, slightly lower rates of basic wages, ranging from 14 annas to Re. 1 per day, obtain. In Bihar the minimum basic wage is 10 annas per day while in Madras it ranges from 10 annas to Re. 1 per day.

Dearness allowance.—In the engineering industry in West Bengal, dearness allowance is paid on a scale graded according to income groups and ranges from a minimum of Rs. 25 p. m. to a maximum of Rs. 50 p.m. In Bombay City most of the concerns pay according to scales linked to the Bombay cotton mill scale, the actual rates varying from 50 to 100 per cent. of that scale. In the mofussil centres in Bombay State dearness allowance, is paid at rates varying from Re. 0-14-0 to Rs. 1-2-0 per day. In Madras, the rates of dearness allowance vary from annas 8 to Rs. 1-9-6 per day. Some concerns, specially in Madras City, pay dearness allowance on a scale linked to the cost of living index number, the rate varying from 2 to 3 annas per point of rise above 100. In many concerns in Bihar dearness allowance is paid on a scale graduated according to income groups, the minimum being Rs. 15 p. m. for workers in the lowest income group.

DOCKYARDS

Basic wages.—The minimum basic wage in the dockyards in Bombay is Re. 1 per day in some cases and Rs. 30 p. m. in others for the lowest paid workers. All the dockyards in West Bengal and the one at Cochin pay a basic minimum wage of Rs. 30 p. m. while in Visakhapatnam the minimum basic wage amounts to Rs. 1-2-0 per day.

Dearness allowance.—In Bombay, one dockyard pays dearness allowance according to the scale laid down by the Central Pay Commission and the others pay according to either of two scales—the cotton textile scale or a percentage of basic wages—whichever is more advantageous to the worker concerned. The scale adopted in the case of the lowest paid categories of workers is the former. The amount of dearness allowance paid according to this scale was Rs. 56-1-0 in October 1950 and Rs. 57-6-0 in September 1951. The dockyards in Calcutta pay dearness alllowance at different rates : the allowance amounted to Rs. 46 p. m. in one unit while in another it amounted to Rs. 31 p.m. At Visakhapatnam it is graduated according to slabs of index numbers and amounts to 70 per

cent. of basic wages with a minimum of Rs. 45 p. m. when the index is between 330 and 349*. In Cochin, monthly paid workers are paid according to the Central Pay Commission scale while for daily rated workers dearness allowance is paid at the rate of Rs. 1-5-6 per day for those getting wages up to Rs. 2 per day and Rs. 1-11-6 per day for those getting above Rs. 2 per day.

Earnings.—The average monthly earnings (for a month of 26 working days) of different categories of workers in some units are given in the table below :

TABLE XC

AVERAGE MONTHLY EARNINGS OF CERTAIN CATEGORIES OF WORKERS IN DOCKYARDS (SEPTEMBER 1951)

	Visakhapatnam	Calcutta (1)	Calcutta (2)	Bombay (1)
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Fitters	96 8 0	91 0 0	94 0 0	137 7 0
Turners	96 8 0	101 0 0	94 0 0	123 12 0
Electricians	101 9 0	..	120 0 0	140 3 0
Blacksmiths	96 8 0	98 0 0	94 0 0	142 13 0
Moulders	96 8 0	..	94 0 0	114 12 0
Rivetters	90 4 0	..	94 0 0	83 7 0
Welders	126 11 0	..	94 0 0	120 2 0
Carpenters	96 8 0	101 0 0	94 0 0	112 12 0
Painters	90 4 0	88 0 0	94 0 0	100 4 0
Pattern Makers	96 8 0	..	94 0 0	204 13 0
Hammer men	71 8 0	80 0 0	72 7 0	92 7 0
Mazdoors (men)	65 4 0	81 0 0	61 1 0	77 14 0

Bonus.—The Alcock Ashdown Co. Ltd., has been paying approximately 2 months' wages as bonus to the workers for the last five years. The dockyards in West Bengal generally pay an annual bonus amounting to a month's wages.

CEMENT INDUSTRY

Basic wages.—The basic minimum wage of the workers in all the units controlled by the Associated Cement Companies Ltd., was raised from 12 annas per day to 14 annas per day with effect from 1st March, 1951. This has since been increased to Re. 1 per day from 1st January 1952. The basic minimum wage in the unit at Japla is Rs. 26 p. m. and

* An emergency cut of 33⅓ per cent. in the dearness allowance has been introduced from 1st January, 1950.

in the unit at Dalmianagar it is Rs. 21 p. m. In the unit at Vijayawada, casual daily labourers are paid a consolidated wage of Rs. 1-8-0 per day while permanent mazdoors get a daily basic wage of 10 annas. Workers in the unit at Banjari get a minimum wage of Rs. 19 p.m.

Dearness allowance.—Dearness allowance is paid in all the cement factories but the scales and rates of the allowance differ. It is linked to the cost of living index number in the 4 factories (*viz.*, Madukkarai, Mangalagiri, Dalmiapuram and Vijayawada) in Madras State and in the factory at Dwarka. In Madukkarai, Dalmiapuram and Mangalagiri dearness allowance is paid at the rate of 2 annas per month per point of rise above 100 in the Coimbatore, Tiruchirapalli and Eluru cost of living index numbers respectively. In the factory at Vijayawada also dearness allowance is paid on the above scale, linked to the cost of living index for Eluru, to permanent employees. The unit at Dwarka compiles its cost of living index number (with base 1946=100) and pays, in addition to a basic dearness allowance of 10 annas per day, an allowance at the rate of 1 anna for every 10 points rise above 100 in the cost of living index number. Since 1st June 1951 the actual amount of dearness allowance paid has been Re. 1 per day.

In the unit at Japla, dearness allowance at a flat rate of Rs. 30 p.m is paid to all workers, while in most of the other units the allowance is graded according to income groups. The rate of the allowance varieo from centre to centre and ranges from Re. 0-11-0 per day in Kymore to Rs. 1-2-0 per day in the unit at Surajpur for the lowest paid workers. In Kymore and Banmore, monthly paid staff getting a basic salary up to Rs. 200 p.m. are paid a dearness allowance of Rs. 25 plus 10 per cent. of salary. In the factory at Vijayawada only permanent and monthly paid staff are eligible for dearness allowance. In the units at Dalmianagar and Banjari dearness allowance is paid on a scale graded according to income groups, the minimum dearness allowance being Rs. 35 p.m. and Rs. 22 p. m. in the two units respectively.

Other allowances.—In addition to basic wages and dearness allowance some factories supply foodstuffs and other articles, at concession rates. The estimated money value of these concessions in 1950-51, in the various centres of the industry is as given in the following table.

TABLE XCI

VALUE OF CONCESSIONS IN THE CEMENT INDUSTRY

Centre	Money value of concessions (per worker per month) Rs. A. P.
Banjari (Bihar)	2 4 0
Chaibasa (Bihar)	6 0 0
Khalari (Bihar)	5 15 0
Kymore (Madhya Pradesh)	3 12 0
Banmore (Madhya Bharat)	1 2 0
Lakheri (Rajasthan)	4 0 0

The factories at Banjari, Japla, Shahbad, Dwarka, Dalmiapuram, Madukkarai, Mangalagiri, Surajpur and Porbandar are running grainshops where articles are supplied at cost or controlled prices, the mangements bearing the establishment charges.

Earnings.—The available information relating to the earnings of certain important categories of workers in the cement industry is given below :—

TABLE XCII

AVERAGE EARNINGS OF IMPORTANT CATEGORIES OF WORKERS IN THE CEMENT INDUSTRY (JUNE 1951)

Centre	Burners	Millers	Fitters	Turners	Moulders	Welders	Greasers	Firemen	Carpenters	Black-smiths	Khalasis	Mazdoor
Banjari	113 3 2	75 3 6	84 9 3	78 5 4	114 0 0	62 6 0	..	47 7 10	..	47 8 10	54 8 10	42 7 11
Chaibasa	134 4 0	70 2 0	97 2 0	108 14 0	80 0 0	91 4 0	52 14 0	51 12 0	81 2 0	63 12 0	92 10 0	44 10 0
Dalmianagar	..	188 12 9	161 12 6	108 12 9	..	152 10 3	79 6 0	..	130 11 6	102 1 0	84 7 0	76 14 6
Japla	90 13 10*	113 12 0	89 8 2	104 4 4	84 1 6	93 4 10	70 13 2	81 14 10	82 12 11	76 9 3	70 15 5	55 14 10
Khalari	204 10 0	89 4 0	99 2 0	162 10 0	107 4 0	85 2 0	53 14 0	76 2 0	86 10 0	82 4 0	103 0 0	50 2 0
Dwarka..	104 0 0	74 7 1	109 1 3	100 5 4	100 10 8	127 0 0	56 12 0	69 13 9	82 11 6	104 9 7	72 10 0	46 11 0
Sovelia	170 12 0	79 10 0	119 14 0	98 6 0	..	132 10 0	..	73 0 0	100 14 0	120 8 0	55 0 0	39 12 0
Shahabad	..	54 2 0	101 12 0	74 12 0	91 12 0	82 0 0	43 0 0	59 12 0	73 12 0	69 6 0	93 2 0	45 0 0
Kymore	96 14 0*	82 0 0	80 3 0	71 14 0	63 3 0	69 12 0	51 9 0	60 0 0	72 11 0	66 12 6	78 0 0	41 2 6
Banmore	195 8 0	75 13 9	92 6 3	91 11 6	89 13 9	112 11 9	57 13 0	87 7 6	57 15 3	73 7 6	92 13 6	44 14 3
Dalmiapuram	150 0 8	144 7 9	108 15 3	88 11 9	103 3 4	117 5 10	78 11 11	62 14 10	82 0 0	84 0 0	83 15 7	58 0 0
Madukkarai	98 6 3	78 14 9	88 0 0	80 12 3	69 11 0	72 8 3	..	..	87 1 3	64 8 6	83 3 3	64 0 0
Mangalagiri	194 0 0	72 12 3	80 5 5	64 9 4	108 15 6	70 15 5	60 9 0	80 9 0	80 5 0	95 8 0	94 8 5	53 14 3
Vijayawada	140 0 0	94 11 0	101 4 0	108 12 0	95 10 0	101 4 0	68 7 0	75 0 0	107 13 0	111 9 0	..	45 0 0
Dalmia Dadri	161 1 0	124 2 9	103 4 6	109 1 0	77 8 3	133 7 0	..	71 12 0	108 2 0	72 12 6	92 2 6	53 7 0
Surajpur	192 15 6	125 4 2	92 10 0	127 13 4	107 8 4	122 4 6	..	..	115 1 8	123 14 6	88 0 4	66 10 0
Lakheri	159 4 8	96 14 4	114 5 11	111 8 9	118 8 0	120 1 8	60 3 3	79 4 6	96 12 0	100 4 8	78 4 0	43 1 6
Kottayam	155 0 0	102 12 0	97 5 0	138 8 0	..	144 13 0	..	..	94 1 0	110 12 0	88 12 0	47 1 0

* Relates to Assistant Burners.

Bonus.—The following table gives the rates of bonus paid by the various units in the industry :—

TABLE XCIII

BONUS

Unit	Rate of Bonus		
	1948	1949	1950
Kalyanpur Lime and Cement Works, Banjari.	1½ months' basic wages.	Nil	1 month's basic wages.
Rohtas Industries, Dalmianagar.	1½ months' basic wages.	Nil	1½ months' basic wages.
Andhra Cement Co., Vijayawada.	1 month's basic wages.	1 month's earnings (basic wages plus Rs. 36-8-0 average d. a. for 1948).	
Dalmia Cements Ltd., Dalmiapuram.	25 per cent of basic wages earned.	1½ months' basic wages.	
Dalmia Dadri Cement Ltd.	21 days' salary	1 month's salary	2 months' basic wages.
11 units under the management of the A.C.C. Ltd.	1/6th of total basic wages earned.	1/6th of total basic wages earned.	1/4th of total basic wages earned.

Chemical Industry

Basic minimum wages.—The basic minimum wage of the lowest paid worker in this industry ranges from Rs. 27 p.m. to Rs. 35 p.m. in West Bengal, from Rs. 22-8-0 p. m. to Rs. 35 p. m. in Bombay State and from Re. 0-12-0 per day to Rs. 1-2-6 per day in Madras. It may be mentioned that most of the units in Bombay city pay a basic wage of Rs. 1-2-6 per day or Rs. 30 p. m. In the Tata Chemicals Ltd., Mithapur (Saurashtra) the basic minimum wage is Rs. 1-2-0 per day. It amounts to Rs. 26 p. m. in the units in Hyderabad, and to a minimum of Re. 0-12-0 per day in Travancore-Cochin. Most of the units in Uttar Pradesh pay consolidated wages varying from Rs. 45 to 55 p.m.

Dearness allowance.—Wide differences are to be found in the amount of dearness allowance paid by the units in different centres. For instance, it varies from Rs. 12 to Rs. 40 p.m. in Calcutta. In Baroda one unit does not pay any dearness allowance, while another unit pays a dearness allowance of Rs. 24 p. m. A number of units in Bombay city pay dearness allowance at the Bombay Cotton mill scale of dearness allowance while some others pay at a certain percentage of the above scale, and some others pay at rates varying from 50 per cent. of basic wages to Rs. 45 p.m.

Details regarding the basic minimum wages and minimum dearness allowance obtaining in important centres of the industry are given in the table below :—

TABLE XCIV

BASIC WAGES AND DEARNESS ALLOWANCE IN THE CHEMICAL INDUSTRY (1951)

State	Unit No.	Basic minimum wage	Minimum dearness allowance
		Rs. A. P.	Rs. A. P.
Bombay ..	1	1 2 6 per day	60 15 0 (August 1951)
	2	1 2 6 per day	60 15 0 (August 1951)
	3	1 4 0 per day	45 0 0 p.m.
	4	32 4 0 p.m.	60 15 0 (August 1951)
	5	35 0 0 p.m.	50% of basic wages.
Madras	1	1 0 0 per day	37 8 0 (October 1951)
	2	0 12 0 per day	41 7 0 (November 1951)
West Bengal ..	1	30 0 0 p.m.	30 0 0 p.m.
	2	1 2 6 per day	26 0 0 p.m.
	3	30 0 0 p.m.	25 0 0 p.m.
Hyderabad ..	1	26 0 0 p.m.	18 0 0 p.m.
Saurashtra ..	1	1 2 0 per day	1 0 0 per day

SUGAR INDUSTRY

Basic wages.—Workers in the sugar mills in U. P. and Bihar get a consolidated wage of Rs. 55 p. m. The basic minimum wages in the sugar mills vary from Rs. 16-0-0 p.m. to Rs. 32-8-0 p.m. in Madras and from Re. 0-6-0 per day to about Rs. 27 p. m. in Bombay. The basic wage amounts to 10 annas per day in Mysore, Rs. 25 p. m. in Bhopal, Rs. 26 p. m. in Madhya Bharat and Hyderabad, and Rs.20 p.m. in West Bengal.

Dearness allowance.—The units in U. P. and Bihar do not pay any separate dearness allowance to their workers. In Madras State four units pay dearness allowance at 2 annas and one unit at 2½ annas p. m. per point above 100 in the cost of living index numbers for the nearest centre for which such indices are published by the Madras Government while others pay at different rates. The units in Bombay pay dearness allowance on a scale graded according to income groups and the amount of dearness allowance paid to the lowest paid workers ranges from Rs. 16-4-0 to Rs. 35 p.m. In West Bengal, Bhopal, and Mysore, worker

are paid dearness allowance at a flat rate, the actual amount paid being Rs. 20 p.m., Rs. 30 p. m. and Rs. 21 p. m. respectively.

Details regarding the basic minimum wages and dearness allowance obtaining in important centres and units of the industry are given in the following table :—

TABLE XCV

MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE IN THE SUGAR INDUSTRY (1951)

State	Unit	Minimum basic wage	Minimum dearness allowance
		Rs. A. P.	Rs. A. P.
Bihar	All sugar mills in the State.	55 0 0 p.m.	(No separate dearness allowance).
Bombay ..	1	17 0 0 p.m.	30 0 0 p.m.
	2	27 0 0 p.m.	35 0 0 p.m.
	3	0 10 0 per day	21 5 0 (September 1951).
	4	0 9 0 ,,	0 14 0 per day
	5	0 6 0 ,,	0 10 0 ,,
Madras	1	0 12 0 ,,	30 0 0 p.m.
	2	0 13 0 ,,	1 4 0 per day
	3	0 13 0 ,,	32 8 0 (lowest category in September 1951).
	4	17 0 0 p.m.	13 0 0 p.m.
	5	1 4 0 per day	(No separate dearness allowance).
	6	16 0 0 p.m.	22 0 0 p.m.
	7	19 8 0 p.m.	2 annas per point of rise above 100 in the Visakhapatnam cost of living index.
	8	16 0 0 p.m.	Do.
Orissa	1	18 0 0 p.m.	17 0 0 p.m.
U. P.	All sugar mills in the state.	55 0 0 p.m.	(Consolidated wage)
West Bengal ..	1	20 0 0 p.m.	20 0 0 p.m.
Madhya Bharat ..	1	26 0 0 p.m.	25 0 0 p.m.
Mysore	1	0 10 0 per day	21 0 0 p.m.
Bhopal	1	25 0 0 p.m.	30 0 0 p.m.
Hyderabad ..	1	26 0 0 p.m.	28 0 0 p.m.

Earnings.—The monthly average earnings of certain categories of workers in important centres of the industry are given in the following table :—

TABLE XCVI

AVERAGE EARNINGS OF WORKERS IN CERTAIN SUGAR FACTORIES (SEPTEMBER, 1951)

State	Unit No.	Chemists	Panmen	Turners	Drivers	Fitters	Mates	Oilmen	Mazdoors
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Bihar ..	1	264 4 6	..	93 2 9	57 2 9	88 13 6	..	..	55 2 3
	2	515 0 0	..	71 12 11	56 7 4	72 1 9	..	53 8 4½	55 4 9
	3	395 0 0	..	69 10 5	52 9 3	81 0 6	..	52 1 0	55 0 0
Bombay ..	1	260 0 0	101 0 0	62 0 0	56 0 0	70 0 0	67 0 0	38 0 0	34 0 0
	2	243 8 0	142 8 0	90 3 0	47 12 9	89 7 6	59 12 9	39 4 0	34 4 0
Madras ..	1	93 15 5	64 14 3	71 9 3	52 0 5	61 11 7	62 0 9	59 8 11	55 6 1
Orissa ..	1	338 8 0	..	80 14 6	56 0 0	61 6 3	..	..	35 14 9
U. P. ..	1	770 0 0	..	119 2 3	64 7 9	97 11 6	59 0 0	55 12 0	55 1 3
	2	205 5 9	..	98 5 6	72 15 0	94 8 0	59 12 0	57 0 0	55 9 0
	3	245 0 0	..	98 0 0	71 0 0	88 0 0	59 0 0	51 0 0	56 0 0
	4	86 8 0	177 5 0	95 0 9	74 11 0	155 6 0	67 15 0	55 0 0	55 10 9
	5	455 10 0	..	82 8 3	67 4 0	92 10 0	64 10 6	61 13 6	60 12 9
West Bengal ..	1	..	76 5 0	101 3 6	63 12 0	90 8 6	..	..	44 10 0
Bhopal ..	1	..	..	97 10 0	..	83 9 0	..	..	54 9 10
Madhya Bharat ..	1	..	..	118 12 0	(Loco) 68 8 0 (Motor) 83 10 3	96 4 6	57 9 6	55 0 0	51 0 9
Mysore ..	1	265 2 9	141 11 4	74 3 10	75 12 0	61 11 5	48 3 9	62 3 0	51 6 9
Hyderabad ..	1	525 4 3	193 14 3	139 9 3	83 6 10	65 0 4	74 0 7	58 11 6	55 14 5
Travancore-Cochin ..	1	136 7 2	71 2 4	A 74 12 0 B 61 10 8	75 12 0	A 69 0 6 B 59 9 8 C 57 15 0	..	55 0 3	51 2 4

Bonus.—Most of the sugar factories have been paying a bonus to their workers. In U. P. and Bihar bonus has been awarded generally on the basis of sugar produced during the season. The sugar mills in U. P. have paid bonus for the 1949-50 and 1950-51 seasons at the following rates :—

Quantity of sugar produced (maunds)	Rate of bonus per maund of sugar produced
	Annas
Upto 1 lakh	*Nil*
Over 1 lakh and upto 2 lakhs	2
Over 2 lakhs and upto 3½ lakhs	4
Over 3½ lakhs and upto 5 lakhs	6
Over 5 lakhs	8

The mills in Bihar also paid bonus at the above rates for the 1949-50 season.

Many of the units in Madras and Bombay, as also the units in Bhopal and Madhya Bharat paid bonus to their workers for 1949. The amount varied from 1 month's wages to 4½ months' wages.

Match Industry

Basic wages.—The minimum basic wages obtaining in important units of the industry in 1951, were as follows : Re. 0-13-6 per day in Dhubri, Rs. 1-1-0 per day in the factories at Bombay and Madras ; Rs. 1-4-0 per day in the Calcutta factory, Re. 0-12-0 per day in the factory at Bareilly, Re. 0-10-0 per day in the unit at Dharmadam and Rs. 25 p. m. in the unit at Port Blair.

Dearness allowance.—In most of the units dearness allowance is paid on a basis linked to the cost of living index numbers, and often graded according to income groups. The following statement gives the minimum wage rates and the minimum dearness allowance in the different centres of the industry as in July 1951.

TABLE XCVII

MINIMUM DAILY WAGES AND MINIMUM DEARNESS ALLOWANCE IN THE MATCH INDUSTRY (JULY 1951)

Centre	Minimum basic wage	Minimum dearness allowance
	Rs. A. P.	Rs. A. P.
Madras	1 1 0	0 2 0 per rupee
Dharmadam	0 10 0	0 14 8
Port Blair	25 0 0 p.m.	30 0 0 p.m.
Bombay	1 1 0	2 4 0
Calcutta	1 4 0	1 4 0
Dhubri	0 13 6	1 4 8

Other allowances.—The unit at Madras supplies stores at pre-war prices, and the money value of the benefit to the workers amounted to Rs. 2-6-3 per day. In Calcutta also workers are supplied with cheap rations, the value of this concession being Rs. 8 per month. The factory at Dharmadam also allows certain concessions valued at Rs. 14 p.m.

Earnings.—Details regarding earnings of workers in important occupations are available in respect of 6 factories only. These are given in the statement below :—

TABLE XCVIII

AVERAGE DAILY EARNINGS OF WORKERS IN MATCH FACTORIES (JULY 1951)

Jobs	Assam (Dhubri)	Bombay* (Ambarnath)	Madras (Dharmadam)	Madras	Uttar Pradesh* (Bareilly)	West Bengal (Calcutta)
	Rs. a. p.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1. Peeling machine men	5 10 0	5 11 6	2 13 1	5 3 1	..	8 2 0
2. Peeling helpers	4 12 0	5 4 11	2 5 1	4 6 10	..	7 5 0
3. Peeling waste transporters	2 15 0	4 8 6	1 14 9	4 4 4	..	5 10 0
4. Box making drivers	3 8 0	5 4 11	..	4 11 2	..	5 5 0
5. Box closing drivers	3 8 0	4 11 8	..	4 12 8	4 4 6	5 6 0
6. Box closing assistants	3 3 0	4 7 6	..	4 11 0	4 4 6	4 15 0
7. Continuous machine drivers	4 5 0	5 9 8	..	5 0 10	5 3 4	6 13 0
8. Continuous machine feeders	3 15 0	5 4 3	..	4 10 1	4 13 9	6 6 0
9. Box filling machine drivers	3 11 0	5 5 6	..	4 15 3	4 7 11	5 2 0
10. Box filling machine helpers	3 9 0	5 0 4	..	4 5 1	..	4 13 0
11. Banderolling feeders and helpers	3 8 0	4 15 4	..	4 13 8	..	5 0 0
12. Tray dressers in friction department	4 12 0	5 1 5	..	4 4 1	..	4 15 0
13. Frictioning helpers	4 4 0	4 12 11	..	4 10 10	..	6 9 0
14. Making 5 gross packets	4 11 0	4 15 9	..	4 2 5	5 3 0	5 14 0
15. Carpenters	3 14 0	5 7 0	2 9 1	4 5 7	..	6 13 0
16. Boiler firemen	3 5 0	4 14 0	2 15 1	4 7 1	..	..
17. Fitters	4 1 0	6 9 3	2 4 1	4 7 1	..	..

*The earnings refer to June, 1951.

Bonus.—Annual bonus to workers has been paid in all the seven factories controlled by the WIMCO, since 1941-42. For the year 1950, it was stated that bonus equal to 4½ months' basic earnings was paid to the workers of these factories, subject to certain conditions.

The Madras factory paid 10 per cent. and 5 per cent. of basic wages as attendance bonus to workers who did not absent themselves for more than one and two days respectively in a month.

In four factories (at Bombay, Calcutta, Bareilly and Dhubri) there is a system of production bonus according to which bonus is paid to workers when production exceeds a certain limit. This bonus for the year 1950 amounted, on an average, to 24·41 per cent. of basic earnings at Calcutta, 45·52 per cent. of basic of earnings at Bombay (for July 1951 only) and 50 per cent. of basic earnings (for 9 months of the year only) at Bareilly. Production bonus in the Assam Match Co. at Dhubri is calculated at the rate of ½ per cent. of the basic wage for every case produced in excess of 100 cases during a working period of 17 hours. In the factory at Dharmadam (Madras) the workers in the Levelling Department were paid a levelling bonus of one anna per bag over 14 bags per day.

POTTERIES AND CERAMICS INDUSTRY

The minimum daily basic wages and dearness allowance obtaining in some units in the industry are given in the statement below :—

TABLE XCIX

BASIC MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE POTTERIES AND CERAMICS INDUSTRY (1951)

State	Unit No.	Minimum basic wage	Minimum dearness allowance
		Rs. A. P.	Rs. A. P.
Bihar	1	1 1 0	0 15 0
	2	0 9 6	0 8 0
Bombay	1	1 8 0	(consolidated wage)
	2	1 0 0	15 0 0 p.m.
Delhi	1	1 1 0	0 7 0
Madras	1	1 0 0	(consolidated wage)
Madhya Pradesh	1	1 0 0	0 14 8
	2	0 6 0	1 2 0
Madhya Bharat	1	0 11 0	1 0 0
Mysore	1	0 12 0	15 0 0 p.m.
West Bengal	1	1 0 0	0 15 4
	2	1 0 0	1 7 3
	3	1 0 0	35 0 0 p.m.

Earnings.—The average monthly earnings of workers in the different centres vary widely. For instance, the earnings of Mazdoors (male) varied from Rs. 25-7-6 p. m. in Madras to Rs. 62 in a unit in West Bengal. The earnings of Fitters varied from Rs. 45 p. m. in a unit in Bihar to Rs. 132 p. m. in a unit in Delhi. Details are given in the table below :—

TABLE C

AVERAGE MONTHLY EARNINGS OF CERTAIN CATEGORIES OF WORKERS IN THE POTTERIES AND CERAMICS INDUSTRY

(SEPTEMBER, 1951)

State	Unit No.	Carpenters	Masons	Firemen	Fitters	Turners	Moulders	Glazers	Mazdoors	
									Men	Women
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
West Bengal	1	73 13 3	73 13 3	73 7 0	91 0 0	71 7 9	71 7 9	61 5 3	61 5 3	58 3 3
	2	72 0 0	99 0 0	94 0 0	81 0 0	92 0 0	..	86 0 0	62 0 0	53 0 0
	3	67 0 0	60 8 0	67 0 0	70 0 0	..	..	..	50 0 0	44 0 0
Bombay	1	130 0 0	130 0 0	55 0 0	130 0 0	..	100 0 0	..	45 0 0	40 0 0
Bihar	1	81 12 0	69 0 0	48 0 0	48 0 0	..	48 0 0	..	42 0 0	39 0 0
	2*	60 1 0	70 8 0	57 13 6†	118 13 0	..	81 5 0	..	45 11 0†	25 13 6†
	3	103 2 0	93 0 0	64 8 0	102 12 0	106 8 0	58 2 0	78 12 0	52 2 0	48 0 0
Madhya Pradesh ..	1	64 3 3	67 8 6	60 0 0	93 8 0	76 0 0	56 12 9	48 3 6	40 6 0	32 14 0
	2	91 0 0	78 2 0	58 0 0	67 5 9	65 14 9	83 4 9	..	41 10 6	27 0 6
Madras	1	58 12 0	44 3 0	30 8 6	49 0 0	..	..	..	25 7 6	..
Mysore	1	56 2 0	59 0 0	..	54 10 0	51 6 0	55 8 0	46 0 0	32 0 0	30 0 0
Madhya Bharat	1	55 10 3	58 5 4	..	57 13 10	..	..	..	42 5 3	37 11 11
Delhi	1	68 12 0	48 0 0	57 8 0	132 0 0	..	97 0 8	42 7 4	45 4 0	25 6 0

* In addition rations at concessional rates are given.

† They are also given 4 ch. of free rice plus rations at concessional rates.

2. Mines

Coal Mining

Basic wages.—The basic wage rates fixed by the Conciliation Board, Fact Finding Committees, etc.* during the years 1947-49, continued to be in force in the different coal mining areas. These rates are as follows :

Bihar and West Bengal.—Miners, trolleymen and wagon loaders get a basic wage rate of Re. 0-12-0 per tub of 36 c.ft. capacity. Time rated men workers (surface) get a minimum basic wage of Re. 0-8-0 per day.

Madhya Pradesh.—The coal-cutter receives a basic wage of 12 annas for every 33 1/3 c. ft. of solid coal. Loaders get a wage of 3 annas per tub of 33·75 c. ft. capacity and trolleymen get a basic wage of Re. 0-11-3 per day. Unskilled time rated workers' wages are Re. 0-8-0 per day for men and Re. 0-6-0 per day for women.

Assam.—Coal cutters, coal pullers, *bhaskawalas*, loaders and trammers get a minimum daily basic wage of Re. 1-0-0. Men and women time rated surface workers get a basic minimum wage of 8 and 7 annas respectively.

Hyderabad.—The minimum daily basic wage for underground *mazdoors* and for other time rated underground workers amount to 10 annas and 12 annas respectively. Trammers get a basic wage of annas 14 per day while coal cutters and fillers get a basic wage of Re. 0-5-4 per tub of 24 c. ft. The basic wages of surface workers (skilled and unskilled) amount to a minimum of 10 annas per day. Women workers and boys get a basic wage of annas 9 and annas 8 per day respectively.

Dearness allowance.—The rates of dearness allowance obtaining in the various coal mining areas are as given in the table below :—

TABLE CI

RATES OF DEARNESS ALLOWANCE IN COLLIERIES IN INDIA

	Scale of Dearness Allowance								
	Bihar & West Bengal		Madhya Pradesh			Assam†		Hyderabad	
	Percentage of basic wage	Minimum	Percentage of basic wage	Minimum	Orissa	Percentage of basic wage	Minimum	Percentage of basic wage	Minimum
		Rs. as. p.		Rs. as. p.			Rs. as. p.		Rs.
Up to Rs. 30	150	..	100	11 4 0	A flat rate of 100 per cent of basic wages for all employees.	112½	13 0 0	100	..
Rs. 31 to Rs. 50.	100	45 0 0	66⅔ (Rs. 31 to Rs. 100)	30 0 0 (Rs. 31 to Rs. 100)		75	33 12 0	66⅔	30
Rs. 51 to Rs. 100.	66⅔	50 0 0				50	37 8 0	50	33
Rs. 101 to Rs. 300.	40	67 0 0	40	66 10 0		30	50 0 0	30	50

* For details see the Indian Labour Year Book, 1948-49, pp. 181-183.

† All underground workers are entitled to dearness allowance at the rate 112½% of basic wages.

Bonus.—Workers in the coal mines in Bihar, West Bengal and Madhya Pradesh are entitled to an annual bonus equal to 4 months' basic wages subject to conditions relating to attendance and production. Details regarding the actual amount of bonus received during 1950 may be seen from the statement given on page 119.

Food concessions.—Workers in the collieries in all the above regions are supplied with foodgrains at concession rates, the money value of which amounts to 6 annas per day per worker.

The following figures supplied by the Chief Inspector of Mines show the trend of average daily earnings of certain categories of workers in the important coalfields.

TABLE CII

AVERAGE DAILY EARNINGS, IN DECEMBER, OF WORKERS EMPLOYED IN COAL MINES

Category	Jharia coal fields	Raniganj coal fields	Giridih coal fields	Pench Valley coal fields	Assam coal fields
	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.
1. Miners—Underground—					
1939	0 9 9	0 9 0	0 10 0	0 12 0	1 0 6
1949	2 5 9	2 5 6	1 14 6	2 3 9	2 8 6
1950	2 6 9	2 5 3	2 1 9	2 6 3	3 2 9
2. Loaders—Underground					
1939	0 8 9	0 7 9	0 11 9	0 7 6	1 0 3
1949	2 4 0	2 4 6	2 1 0	1 8 6	2 6 3
1950	2 6 0	2 4 6	2 7 9	1 8 3	2 9 3
3. Miners—openworkings					
1939	0 9 0	0 8 6	..	0 10 0	1 1 0
1949	2 2 3	2 3 6	1 10 0	1 9 9	2 5 6
1950	2 3 6	2 1 9	1 10 0	1 8 0	2 9 9
4. Loaders—openworkings					
1939	0 7 3	0 6 3	..	0 6 3	0 12 9
1949	1 15 0	1 7 0	..	1 0 6	1 15 0
1950	1 15 0	1 11 0	..	1 2 0	2 2 9
5. Skilled—Surface					
1939	0 10 3	0 9 6	0 14 0	0 9 6	0 14 0
1949	2 3 6	2 1 6	2 0 0	1 1 6	2 0 3
1950	2 3 9	2 3 3	2 6 3	1 7 0	2 9 6
6. Unskilled—Surface					
1939	0 5 0	0 6 3	0 8 0	0 6 9	0 11 6
1949	1 9 9	1 11 3	1 9 3	1 1 9	1 14 3
1950	1 10 9	1 11 3	2 1 9	1 1 6	1 15 6

GOLD MINING

The latest available information relating to the remuneration of workers in this industry is given below :—

Basic wages.—Since September, 1947 the basic minimum wage has stood at Re. 0-13-0 and Rs. 1-1-0 per day for surface and underground workers respectively. Women workers (surface) are given a basic minimum wage of annas 9 per day and boys a basic minimum wage of annas 8 per day.

Dearness allowance.—Daily rated workers get a dearness allowance at a rate of Re. 0-2-3 per point of rise above 100 in the cost of living index number for Kolar Gold Field with effect from 1st September, 1950.

Bonus and allowances.—Underground workers get a clothing allowance of Rs. 10 per annum. All workers were paid a profit bonus of 3 months' wages for 1947. In February, 1950 an award, under the Mysore Labour Act, on the issue of bonus for 1948, granted 13 days' wages as bonus for that year to the workers of three mining companies, *viz.*, Mysore, Champion Reef and Nundydroog Mines. No bonus was awarded to the workers of the Oorgaum Mine on the ground that the financial circumstances did not permit it to do so. The toal amount paid out as bonus was about Rs. 2,53,000. For the year 1949, the Companies paid out a total of Rs. 6,51,617 as bonus. The rate of bonus was equivalent to 26 days' basic wages.

Earnings.—Data regarding average annual earnings of workers in the industry for the years 1939 to 1950 are given below :—

TABLE CIII

AVERAGE ANNUAL EARNINGS OF WORKERS IN THE KOLAR GOLD FIELD 1939-50

Year	Average annual cash earnings per worker	Money Value of other benefits (average per worker per year)	Total average earnings
	Rs.	Rs.	Rs.
1939	312·82	6·76	319·58
1940	305·06	10·69	315·75
1941	339·63	16·28	355·91
1942	384·51	10·09	403·60
1943	443·10	16·39	459·49
1944	468·73	19·01	484·74
1945	499·18	42·66	541·84
1946	529·02	34·33	563·35
1947	795·17	32·83	828·00
1948	711·88	56·01	767·89
1949	679·72	65·30	745·03
1950	853·30	75·20	928·50

MICA MINING

Basic wages.—The daily basic wage rates for different categories of workers employed in mica mines in Bihar are as follows: *Dhari* (unskilled) Re. 0-7-0; *Mazdoor* (skilled) Re. 0-8-0; *Sirdar* Re. 1; Shot firer Re. 0-13-0; Machine *Mazdoor* driller Re. 0-14-0; Blacksmith Re. 0-14-0; Winch *Khalasi* (Haulage) Re. 0-12-0; Compressor driver Re. 1; Surface *Mazdoor* and water carrier (male and female) Re. 0-6-0.

In the mica mines in Madras the unskilled surface workers get a daily wage of Re. 1 per day. In Ajmer, the workers get a basic wage varying from 0-12-0 to Rs. 1-4-0 per day, and women workers are paid from 0-10-0 to Re. 1 per day.

Dearness allowance.—The rates of dearness allowance obtaining in the mica mines in Bihar are the same as for colliery workers in the State. According to this scale, workers getting up to Rs. 30 p.m. as basic wages get a dearness allowance of 150 per cent. of the basic wage. In the mica mines in Madras monthly paid workers whose basic wages are up to Rs. 19 p.m. get a dearness allowance of Rs. 18 p.m. and those getting Rs. 20 p.m. get a dearness allowance of Rs. 19 p.m.

Other allowances.—The workers in Bihar are entitled to free supply of rice at the rate of 6 chattaks per day or *in lieu* thereof a payment of 3 annas per day per worker.

Earnings.—Average earnings of certain categories of workers in the mica mines in Bihar and Madras are given in Table CIV.

MANGANESE MINES

As a result of the wage increases given to the workers in the manganese mines in Madhya Pradesh the minimum average rate for miners on bed-ore mines amounts to not less than Rs. 1-4-0 per day while boulder workers get a minimum of Rs. 1-4-0 per day. The minimum daily earnings of adult surface workers amount to Rs. 1-2-0 for men and Re. 0-14-0 for women. The minimum daily rates of wages for men and women workers employed in the manganese mines under the Shivarajpur Syndicate (Bombay State) amount to Re. 0-12-0 and Re. 0-10-0 respectively. The workers are also entitled to the supply of foodgrains at concession rates, the money value of which amounts to Rs. 6-8-0 p.m. For those who get this concession, cash dearness allowance is paid at the rate of 2 annas per day (1½ annas for women) for every rise of 25 points above 150 in the Ahmedabad cost of living index number: and for others, cash dearness allowance is paid at the rate of 3 annas (2½ annas for women) per day for every rise of 25 points. In the manganese mines in Madras State the earnings of miners (men) vary from Re. 1 per day to Rs. 1-3-0 per day while those of women workers vary from Re. 0-12-0 to Re. 0-14-0 per day. The latest data regarding average daily earnings of workers in manganese mines, compiled from the annual reports of the Chief Inspector of Mines, are given in Table CV.

TABLE CIV

AVERAGE DAILY EARNINGS, IN DECEMBER, OF WORKERS IN MICA MINES

	1929	1939	1944	1945	1946	1947	1948	1949	1950
	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.
Underground—									
Miners—									
Bihar	0 7 3	0 7 9	0 13 3	0 15 3	1 1 6	1 8 0	1 8 3	1 7 0	1 12 3
Madras	0 7 0	0 6 3	0 15 6	0 15 6	1 1 3	1 4 3	1 3 6	1 9 3	1 13 6
Unskilled Labour—									
Bihar	0 5 0	0 5 6	0 9 3	0 10 9	0 15 0	1 0 6	1 3 9	1 7 3	1 4 9
Madras	0 5 6	0 4 6	0 10 6	0 11 6	0 13 6	1 1 0	1 1 3	1 4 9	1 6 6
Open Workings—									
Miners—									
Bihar	0 7 0	0 6 9	0 11 6	1 0 3	1 4 6	1 5 9	1 8 9	1 10 0	1 8 6
Madras	0 5 3	0 5 3	0 12 9	0 12 6	0 14 6	0 15 3	1 0 6	1 4 0	1 8 9
Surface—									
Skilled—									
Bihar	0 9 0	0 6 6	0 14 3	0 14 3	1 5 9	1 6 0	1 9 3	1 15 6	2 1 0
Madras	0 7 6	0 5 3	0 12 0	0 13 0	1 1 9	1 3 9	1 1 6	1 4 0	1 9 9
Unskilled—									
Bihar	0 6 3	0 5 6	0 9 9	0 11 0	0 14 3	1 1 0	1 4 3	1 5 0	1 8 0
Madras	0 5 0	0 6 3	0 10 9	0 11 6	0 11 0	0 13 9	0 15 3	1 1 6	1 4 3

TABLE CV

AVERAGE EARNINGS, IN DECEMBER, OF WORKERS IN MANGANESE MINES IN MADHYA PRADESH

	1929	1939	1944	1945	1946	1947	1948	1949	1950
	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.
Underground—									
Miners	0 10 3	0 7 0	0 13 6	0 15 6	1 0 0	1 7 9	1 14 9	1 13 0	1 11 6
Unskilled Labour ..	0 7 0	0 6 3	0 11 0	0 11 9	0 13 6	1 0 6	1 2 6	1 6 3	1 11 0
Open Working—									
Miners	..	0 5 3	0 8 6	0 9 3	0 11 9	1 0 3	1 1 9	1 5 3	1 5 6
Surface—									
Skilled	1 0 9	0 12 6	1 2 3	1 2 3	1 5 3	1 11 3	1 13 3	2 1 9	2 5 6
Unskilled	0 8 0	0 5 0	0 8 3	0 8 6	0 10 0	0 14 9	1 1 0	1 3 9	1 4 3

Mineral Oil Industry

Basic wages.—The basic minimum wage of an unskilled worker in this industry in Assam amounts to Rs. 1-2-6 per day or Rs. 30 p.m. for 26 working days. Semi-skilled and skilled workers get basic wages ranging from a minimum of Rs. 1-4-0 per day to a maximum of Rs. 4-14-0 per day and artisans get from Rs. 2-2-0 to Rs. 4-14-0 per day.

The table below gives details of the basic wages of different categories of workers in the industry in Assam.

TABLE CVI

DAILY BASIC WAGES OF CERTAIN CATEGORIES OF WORKERS IN THE MINERAL OIL INDUSTRY (1951)

Category	Minimum	Maximum
	Rs. as. ps.	Rs. as. ps.
Improvers	1 6 0	2 4 0
Artisans :		
Grade I	2 2 0	2 14 0
Grade II	2 14 0	3 10 0
Grade III	3 10 0	4 14 0
Skilled and semi-skilled :		
Grade I	4 2 0	4 14 0
Grade II	2 14 0	4 2 0
Grade III	1 10 0	2 14 0
Grade IV	1 4 0	1 10 0
Unskilled :—		
Grade A	1 2 6	1 5 0
Grade B	1 3 0	1 8 0

Dearness allowance.— The rates of dearness allowance paid to the workers on a graduated scale has been increased with effect from 1st July, 1951. The present rates are as follows :

Basic wage	Dearness allowance
1. Rs. 1-2-6 to Rs. 1-4-0 per day ..	Rs. 1-12-0 per day or Rs. 45-8-0 p.m.
2. Rs. 2 to Rs. 3-14-0 per day or Rs. 50 to Rs. 100 p.m.	Rs. 1-13-0 per day or Rs. 47-2-0 per month.
3. Rs. 4 to Rs. 4-14-0 per day or Rs. 100 to Rs. 150 per month.	Rs. 1-14-0 per day or Rs. 48-12-0 per month.
4. Rs. 150 p.m. to Rs. 200 p.m. ..	Rs. 52 p.m.
5. Above Rs. 200 p.m.	Rs. 52 p.m. or 25 per cent. of wages whichever is higher.

As a result of this increase the lowest paid workers who were formerly getting a dearness allowance of Rs. 1-7-6 per day or Rs. 38-3-0 p.m. now get Rs. 1-12-0 per day or Rs. 45-8-0 p.m.

3. Plantations

During recent years, various enquiries have been conducted, especially in connection with the implementation of the Minimum Wages Act, 1948, into the conditions of work and wages of plantation workers in the different centres of the industry. The data so available are summarised below separately for tea, coffee and rubber plantations.*

System of wage calculation and payment.—In the Assam tea plantations wage calculations and payment is essentially on a piece basis. Only the workers in the tea factories, and those engaged on miscellaneous work which cannot be measured on a piece basis and on tipping (*i.e.*, the first few rounds of plucking) are paid at time rates. Payment on time rates is called *Hazira*; and piece wage is known as *ticca*. In the plantations in South India except certain tasks such as plucking tea, picking coffee, etc., workers are generally paid wages on a time basis. The wage period is a week in the plantations in North-Eastern India and it is generally a month in South India. In all the plantation areas, payment of wages, etc., are governed by the provisions of the Payment of Wages Act, 1936.

Hours of work.—The tea factories in the estates both in Northern India and South India work a 48 hour week. In Assam, the pluckers on the tea estates usually work for 7 to 8 hours with a spread over of 8 to 9 hours. The tasks are generally designed so that a worker of average skill and ability could complete them in about 5 hours. For work paid for at time rates, the workers are expected to put in about 6 hours' work. The hours of work are generally 8 per day in South India.

Tea.—Workers in the tea plantations in different parts of the country get a basic wage and a separate dearness allowance. The cash earnings of workers in the tea plantations are given in Table CVII.

* The various State Governments have since fixed minimum wages under the Minimum Wages Act for the plantation workers. These rates are in most cases, higher than the existing wages. For details, please see page 247 of this Chapter.

TABLE CVII

DAILY CASH WAGES AND DEARNESS ALLOWANCE OF WORKERS IN TEA PLANTATIONS (1950-51)

Area	Men			Women			Children		
	Wages	Dearness allowance	Total*	Wages	Dearness allowance	Total	Wages	Dearness allowance	Total
	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as p.
Assam—									
Assam Valley ..	0 8 0	0 6 0	0 14 0	0 6 0	0 6 0	0 12 0	0 3 0	0 3 0	0 6 0
Cachar	0 7 0	0 5 0	0 12 0	0 6 0	0 5 0	0 11 0	0 3 0	0 3 0	0 6 0
West Bengal—									
Dooars and Terai ..	0 6 0	0 7 0	0 13 0	0 5 0	0 7 0	0 12 0	0 3 0	0 4 0	0 7 0
Darjeeling.. ..	0 8 0	0 7 0	0 15 0	0 7 0	0 7 0	0 14 0	0 4 0	0 4 0	0 8 0
Punjab—									
Kangra valley ..	..	..	0 11 0	..	..	0 8 6	..	..	0 6 0
South India—									
MADRAS—									
Annamalais ..	0 8 0	0 13 9	1 5 9	0 6 0	0 10 0	1 0 0	0 4 0	0 6 3	0 10 3
Malabar	0 9 6	0 10 0	1 3 6	0 6 0	0 9 6	0 15 6	..	..	..
Nilgiris	0 8 0	0 12 3	1 4 3	0 5 6	0 9 3	0 14 9	0 4 0	0 6 6	0 10 6
Nilgiri-Wynaad ..	0 8 0	0 13 0	1 5 0	0 5 6	0 10 0	0 15 6	0 4 0 to 0 5 6	0 6 0 to 0 7 6	0 10 0 to 0 13 0
Wynaad	0 8 0	0 11 6	1 3 6	0 6 0	0 8 6	0 14 6	0 4 0 to 0 6 0	0 5 6 to 0 7 0	0 9 6 to 0 13 0
Travancore-Cochin ..	0 8 0	0 7 0	0 15 0	..	..	..	..	..	..

* Excluding money value of concessions.

The piece-rates for plucking in the different areas are as follows: In Assam, 1 anna for 4 lbs. of green leaf on gardens on the south bank of the Brahmaputra and 1 anna for 5 lbs. on the north bank. In South India the rate for plucking is 4 pies per lb. in Anamalais, 4 to 8 pies per lb. in the Nilgiris, 5 pies per lb. in Nilgiri-Wynaad and Wynaad and 3 to 4 pies per lb. in Travancore. It may be noted that pluckers and other piece rated workers are also entitled to the payment of dearness allowance.

In addition to these cash wages, in certain areas such as Assam and West Bengal workers are also given food stuffs and other articles at concession rates. In South India the practice does not exist although a few estates supply food grains at concession rates. The scale of rations of the food-stuffs supplied by the plantations in Assam and West Bengal is as follows :—

Rice.—3½ seers weekly for all workers above 12 years of age at Rs. 5 per maund.

Dal.—For all adult workers—3½ seers p.m. at the rate of Rs. 10 per maund. For adolescents—1¾ seers monthly at the rate of 8 annas per seer.

Mustard Oil.—Adult workers—1½ seers monthly at the rate of 8 annas per seer. Adolescents—¾ seer monthly at the rate of 8 annas per seer.

Salt.—½ seer monthly at the rate of 3 annas per seer.

Gur.—Adult workers—2 seers; and adolescents 1 seer monthly at the rate of 7-8-0 per maund.

Non-working dependants, if they are above 8 years of age are issued 2 seers 10 chattaks of rice per week and if between 2 and 8 years of age, 1 seer 5 chattaks per week.

The money value of these concessions is estimated to be about 6½ annas per worker per day.

Coffee.—The basic wages and dearness allowance obtaining in the coffee plantations in South India are as given in Table CVIII.

Rubber.—In Travancore-Cochin, the rubber tappers are paid a basic wage of 8 annas plus a dearness allowance of 7 annas. They are also given food concessions valued at about Re 0-5-0 per day. In the rubber estates in Madras State, men workers are paid a basic wage of 8 annas and a dearness allowance of 10 annas to 12½ annas per day; and women are paid a basic wage of 6 annas and a dearness allowance of 6 annas to 8½ annas per day.

TABLE CVIII

WAGES AND DEARNESS ALLOWANCE IN COFFEE PLANTATIONS

Area	Men			Women			Children		
	Wages	Dearness allowance	Total	Wages	Dearness allowance	Total	Wages	Dearness allowance	Total
	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.
Madras—									
Anamalais ..	0 8 0	0 13 9	1 5 9	0 6 0	0 10 0	1 0 0	0 4 0	0 6 3	0 10 3
Nilgiri	0 8 0	0 12 3	1 4 3	0 5 6	0 9 3	0 14 9	..	..	..
Nilgiri-Wynaad ..	0 8 0	0 13 0	1 5 0	0 5 6	0 10 0	0 15 6	0 4 0 to 0 5 6	0 6 0 to 0 7 6	0 10 0 to 0 13 0
Wynaad	0 8 0	0 11 0	1 3 0	0 6 0	0 8 6	0 14 6	..	..	..
Shevaroys ..	0 8 0	0 6 0	0 14 0	0 6 0	0 6 0	0 12 0	0 3 0 to 0 4 0	0 5 6 to 0 7 0	0 8 6 to 0 11 0
Mysore	..	..	..	..	..	..	..	..	..
Coorg	0 8 0	0 7 0	0 15 0	0 6 0	0 6 0	0 12 0	0 4 0	0 3 6	0 7 6

The following table compiled from the annual Reports of the Controller of Emigrant Labour contains information regarding wages in the Assam and Surma Valleys for the years 1929-30, 1938-39 and from 1942-43 onwards.

TABLE CIX

AVERAGE MONTHLY CASH EARNINGS OF SETTLED LABOUR, PER WORKER ON BOOKS

Year	Assam Valley			Surma Valley		
	Men	Women	Children	Men	Women	Children
	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.
1929-30 ..	10 2 5	8 5 2	5 10 5	10 11 0	8 6 1	5 6 2
1938-39 ..	7 15 3	6 7 5	4 9 2	6 5 6	4 5 6	2 2 2
1942-43 ..	8 10 4	5 15 4	5 4 2	7 4 3	5 7 2	3 8 6
1943-44 ..	9 10 3	7 13 1	5 14 10	7 13 7	5 10 6	3 12 10
1944-45 ..	8 11 9	7 0 11	5 10 10	8 4 6	5 10 6	4 1 9
1945-46 ..	9 13 1	7 15 1	6 6 1	8 15 0	6 3 1	4 3 4
1946-47 ..	14 5 2	11 3 5	8 2 8	14 3 8	10 0 4	6 4 8
1947-48 ..	17 13 11	14 13 11	10 11 6	15 14 0	13 4 0	10 8 10
1948-49 ..	19 4 3	15 3 4	9 7 0	15 13 1	10 9 6	8 3 7
1949-50 ..	21 12 5	15 15 1	11 1 3	17 8 5	11 11 7	5 3 10

4. Transport and Communications

RAILWAYS

Basic wages.—There have been no changes in the scales of wages of Railway employees during the year 1951. The present wage position in the Railways is briefly as follows : Four scales viz., Rs. 30—½—35, Rs. 35—1—40, Rs. 35—1—50 and Rs. 40—1—50—2—60 are prescribed for Class IV employees on Railways. Unskilled and unlearned employees are to be given the lowest scale and unskilled staff carrying a measure of personal responsibility are to be given the scale of Rs. 35—1—40. The scale of Rs. 35—1—50 is generally meant for staff who supervise the duties of unskilled staff. Class IV staff who are required to have a modicum of literacy are given the scale of Rs. 40—1—50—2—60. In addition to the above there are two scales, namely, Rs. 35—1—50—E.B.—2—60 for basic tradesmen and semi-skilled artisans and Rs. 55—3—85—4—93—E.B.—4—125—5—130 for skilled artisans. These scales are given according to the nature of their job and the degree of their skill.

Dearness allowance.—Dearness allowance paid to Railway employees is graduated according to income groups and the minimum was Rs. 35 p.m. before June 1951. With effect from June 1951, dearness allowance was increased by Rs. 5 p.m. for all employees getting basic wages up to Rs. 250 p.m. The present position in regard to dearness allowance is as follows :—

Pay range	Dearness allowance
	Rs.
Up to Rs. 50	40
Rs. 51—100	50
Rs. 101—150	55
Rs. 151—200	60
Rs. 201—250	65
Rs. 251—300	65
Rs. 301—500	70
Rs. 501—750	85
Rs. 751—1,000	100

The above rates are applicable to those employees who opted out of the Railway grainshop facilities. For those who opted for the grainshop facilities the rate of dearness allowance is 17½ per cent. of pay plus Rs. 5 p.m. subject to the following minima :

		Rs.
X Area	Pay below Rs. 40	24
	Pay Rs. 40 and above	25
A Area	Pay below Rs. 40	22
	Pay Rs. 40 and above	24
B Area	Pay below Rs. 40	19
	Pay Rs. 40 and above	21
C Area	Pay below Rs. 40	17
	Pay Rs. 40 and above	19

NOTE.—Areas X, A, B and C are defined as under :—

X Area—Kanpur, Bombay and Calcutta.

A Area—Towns with a population of 2,50,000 and above.

B Area—Towns with a population of 50,000 or more but less than 2,50,000.

C Area—All other localities.

Details regarding the items supplied in the Railway grainshops* etc., are as follows:—

Items	Prices	Quantities
(a) Cereals: Wheat and Rice	0-2-6 per seer ..	The quantity of cereal ration is in conformity with state Rationing Rules but the difference between the quantity of 17 ozs. per day for the workers and 12 ozs. per day for each adult member of the family and the quantities allowed by the Rules may be made up by an addition in pulse ration equal to half this difference.
(b) Millets and Gram ..	0-1-9 per seer ..	
(c) Pulses	0-4-0 per seer ..	2 seers per unit per month, the employee himself being allowed 4 seers with a maximum of 12 seers per family.
(d) Cooking Oils	0-8-0 per seer ..	2 seers per month for the first unit and 1 seer per additional unit, subject to a maximum of 6 seers per family.
(e) Salt	0-1-0 per seer ..	1 seer per unit, subject to a maximum of 5 seers per family.
(f) Matches	0-0-6 per box ..	Six boxes.

The money value of the concessional supply of foodgrains is estimated to be about Rs. 24-7-0 to Rs. 28-6-0 p.m. in the different areas, during March, 1951. Railway employees who are not enjoying grainshop concessions are allowed to draw from the Railway grainshops cereal ration at controlled rates.

Overtime.—Staff governed by the Hours of Employment Regulations were paid overtime at 1¼ times the pay, while staff employed in Railway workshops governed by the Factories Act, 1948, were paid overtime at double the ordinary rate of pay.

The running staff are allowed certain extra allowances in addition to wages and dearness allowance. The Central Pay Commission recommended, as an interim measure, certain basic grades of pay for the running staff and empowered the Railway authorities to fix the rates of running allowances. In July, 1948 the Railway Board appointed a Departmental Committee to recommend reasonable basic scales of pay for the running staff and to suggest a rationalised and uniform procedure for payment of running allowances on all Indian Government Railways. The recommendations of the Committee were accepted, with suitable modifications, by Government and were given effect to from 1st January 1947. Some of these rates, however, have again been revised, with effect from 18th November 1950, as a result of the recommendations of the Railway Joint Advisory Committee, appointed in May, 1949.

* The scale of commodities at concessional rates is confined to Railway staff drawing a basic pay of less than Rs. 250 p.m. and who had opted in favour of grainshop concessions.

The following tabular statement shows the basic scales of pay and running allowances as recommended by the *ad hoc* Departmental Committee and as accepted by Government; and as later revised by the Railway Joint Advisory Committee:

TABLE CX

SCALES OF PAY AND RUNNING ALLOWANCES FOR RUNNING STAFF ON RAILWAYS

Category of staff	Scales of basic pay			Running Allowance per 100 miles		
	As recommended by the Departmental Committee	As accepted by Government	As further revised by the Rly. Jt. Adv. Committee	As recommended by the Departmental Committee	As accepted by Government	As further revised by the Rly. Jt. Adv. Committee
Drivers—	Rs.	Rs.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Gr. A ..	220—15—310	260—15—350	....	3 8 0	4 0 0	4 6 0
Gr. B ..	150—10—250	160—10—300	....	3 4 0	3 12 0	4 0 0
Gr. C. ..	80—5—120—EB—8—170	As recommended	80—5—135—EB—10—185	3 0 0	3 4 0	3 6 0
Shunters—						
Gr. A ..	75—5—105	Do.	69—150	2 0 0	2 8 0	..
			75—105	per day	per day	
			60—85		(of 8 hrs.)	
Gr. B. ..	60—2½—70—EB—2½—85	Do.		1 8 0	2 0 0	..
				per day.	per day.	
Firemen—						
Grade A ..	60—3—90	60—5—90	75—105	1 4 0	1 8 0	..
Grade B ..	50—2—60	As recommended	60—80	1 2 0	1 6 0	..
Grade C ..	40—1—50		40—60	1 0 0	1 2 0	..
		Do.	40—50			
Guards—						
Grade A ..	150—7—185—8—225	Do.	....	2 0 0	As recommended	2 6 0
Grade B ..	100—5—125—6—155—EB—6—185	Do.	....	1 12 0	Do.	2 0 0
Grade C ..	60—4—120—EB—5—170	Do.	80—4—120—EB—5—170	1 8 0	Do.	..
Brakesmen—						
Grade A ..	60—5/2—80	Do.	60—3—72—4—80	1 0 0	1 4 0	..
Grade B ..	40—1—50—2—60	Do.	40—2—60	1 0 0	1 2 0	..

Drivers and Guards employed on mail and important express trains are to be placed in Grade A, those employed on main line and important branch line passenger trains in Grade B and the rest in Grade C.

POSTS AND TELEGRAPHS DEPARTMENT

There have been no changes in the wage scales of the employees of the Posts and Telegraphs Department, which are governed by the recommendations of the Central Pay Commission. The table below sets forth the wage scales of Class IV employees of the Posts and Telegraphs Department.

TABLE CXI

SCALES OF WAGES OF CLASS IV EMPLOYEES IN THE POSTS AND TELEGRAPHS DEPARTMENT BEFORE AND AFTER THE RECOMMENDATIONS OF THE CENTRAL PAY COMMISSION

Category	Scale obtaining before	Scale recommended by the Pay Commission
	Rs.	Rs.
1. Packers, porters, peons, etc.	14—16 to 16—18	30—½—35
2. Boy peons, boy messengers, etc. ..	8—11 to 12—15	20—½—25
3. Runners	12—17	30—½—35
4. Carpenters, painters and bicycle mistries	25—45 20—1—40 16—1—36	I 35—1—50 II 40—1—50—2—60 III 60—5/2—75

Dearness allowance as granted to the Class IV employees in Railways given above is granted to these employees as well.

PUBLIC MOTOR TRANSPORT SERVICES

Basic wages.—The basic minimum wage for the lowest paid workers in the public motor transport services varies from Rs. 17-8-0 p.m. in Bihar to Rs. 33 p.m. in Uttar Pradesh. It amounts to Rs. 20 p.m. in Madras, Madhya Pradesh, Punjab, Orissa and Travancore-Cochin and Himachal Pradesh and to Rs. 30 p.m. in Bombay, Delhi and West Bengal.

Dearness allowance.—Employees in the public motor transport services get dearness allowance at rates prescribed by the respective State Governments. These rates are graduated according to income groups. The minimum allowance amounts to Rs. 14 p.m in Orissa, Rs. 20 p.m. in Mysore, Madhya Pradesh and Uttar Pradesh, Rs. 35 p.m. in Bombay and Hyderabad and to Rs. 40 p.m. in Delhi.

Details regarding the basic wages and dearness allowance of important categories of workers in the traffic sections of the various public motor transport services are given in the following table :—

TABLE CXII

MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE OF CERTAIN CATEGORIES OF WORKERS IN PUBLIC MOTOR TRANSPORT SERVICES (1951)

State	Drivers						Conductors						Cleaners					
	Basic wages			Dearness Allowance			Basic wages			Dearness Allowance			Basic wages			Dearness Allowance		
	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
1. Assam	30	0	0	25	0	0	30	0	0	25	0	0	22	0	0	25	0	0
2. Bihar	50	0	0	22	8	0	50	0	0	22	8	0	17	8	0	22	8	0
3. Bombay	50	0	0	35	0	0	40	0	0	35	0	0	30	0	0	35	0	0
4. Madhya Pradesh ..	35	0	0	20	0	0	25	0	0	20	0	0	20	0	0	20	0	0
5. Madras	48	0	0	22	0	0	30	0	0	19	0	0	20	0	0	18	0	0
6. Orissa	60	0	0	20	0	0	45	0	0	24	0	0	20	0	0	14	0	0
7. Punjab	80	0	0	35	0	0	50	0	0	25	0	0	20	0	0	25	0	0
8. Uttar Pradesh ..	45	0	0	20	0	0	45	0	0	20	0	0	33	0	0	20	0	0
9. West Bengal ..	90	0	0	35	0	0	50	0	0	25	0	0	30	0	0	25	0	0
10. Hyderabad ..	70	0	0	45	0	0	47	0	0	35	0	0	36	0	0	35	0	0
11. Madhya Bharat ..	40	0	0	29	0	0	40	0	0	29	0	0	25	0	0	24	0	0
12. Travancore-Cochin ..	45	0	0	25	0	0	30	0	0	24	0	0	20	0	0	20	0	0
13. Himachal Pradesh	80	0	0	35	0	0	50	0	0	25	0	0	20	0	0	25	0	0
14. Delhi	60	0	0	50	0	0	49	0	0	40	0	0	30	0	0	40	0	0
15. Mysore	40	0	0	23	0	0	25	0	0	23	0	0	18	0	0	20	0	0
16. Saurashtra ..	45	0	0	30	0	0	30	0	0	30	0	0	22	0	0	30	0	0

In addition to the basic wages and dearness allowance, drivers and conductors are also entitled to *batta* at rates varying according to the routes and also on the basis of the basic pay drawn. Such *batta* generally ranges from 0-12-0 per day to Rs. 2 per day for drivers. The employees of the road transport services in West Bengal are also paid a house rent allowance varying from Rs. 3 p.m. for cleaners to Rs. 9 p.m. for drivers. Workers in the Government Transport Department in Madras State get a house rent allowance ranging from Rs. 5 p.m. in the case of the lowest paid employees to 10 per cent. of pay in the case of those getting between Rs. 80 and Rs. 100 p.m. Workers employed in the State Transport Services in Bombay get house rent and compensatory allowances on a scale graduated according to income groups. These allowances amount, for the lowest paid workers in Bombay City, to Rs. 10 p.m. and Rs. 7-8-0 p.m. respectively.

5. Ports

The wage position in the major ports in India is described below* :—

Basic wages.—The minimum basic wage of an unskilled worker in all the major ports is Rs. 1-2-6 per day or Rs. 30 p.m. The workers are classified into various categories with a graded scale for each category. In Madras, the Port Trust shore labourers who are in 'A' register are paid a retainer fee of Rs. 42 p.m. (Rs. 22 as wages, Rs. 10 as dearness allowance, Rs. 7 as house allowance and Rs. 3 as compensatory allowance) and those on 'B' register are paid 6 annas per day when there is no work. In Bombay, according to an agreement between the Bombay Port Trust and the workmen employed by them for loading and unloading on the shore, the minimum daily wage of a worker was fixed at Rs. 2-2-0 per day ; while that of "Morpias" and "Baroois" was fixed at Rs. 2-10-0 per day.

Dearness allowance.—In all the major ports, except Calcutta, the rates of dearness allowance are now governed by the scales fixed by the Central Pay Commission for Railway employees and the minimum amount of dearness allowance payable to an employee with a basic wage up to Rs. 50 p.m. amounts to Rs. 40. In Calcutta the workers get dearness allowance at the following rates :—

Pay	Dearness allowance
Up to Rs. 50	Rs. 40 p.m.
Exceeding Rs. 50 to Rs. 70	50 per cent of pay plus Rs. 15 p.m.
Exceeding Rs. 70 to Rs. 100	Rs. 50 p.m.

In Bombay the workers who are in receipt of the revised cheap grain concession get dearness allowance at the rate of 17½ per cent. of basic pay plus Rs. 5 p.m. subject to a minimum of Rs. 24 p.m. (in the case of those whose pay is below Rs. 40 p.m.) and Rs. 25 in the case of those whose pay is Rs. 40 p.m. and above. The number of such workers is stated to be only 500.

Earnings.—Table CXIII gives data regarding the minimum basic wages and dearness allowance and of certain categories of workers employed in four major ports of India.

Compensatory allowance is also paid to the workers of the Calcutta and Bombay Ports. These rates are the same as those sanctioned by the Central Government for their employees at these stations.

Bonus.—In Bombay port it is stated that in the year 1950 registered and casual labourers numbering 20,701 earned bonus amounting to about Rs. 1,71,331. On an average each mazdoor earned bonus at the rate of Rs. 8-4-5 p.m. The above bonus is of the nature of an 'incentive' and is directly related to outturn.†

* With effect from 15th March 1951, the rates obtaining in the Ports of Bombay, Madras and Calcutta are those fixed by the Government of India, under the Minimum Wages Act, 1948.

† For details of the Incentive Bonus Scheme pl. see pp. 233-34 of the *Indian Labour Year Book*, 1949-50.

TABLE CXIII

MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE OF WORKERS IN MAJOR PORTS (JUNE 1951)

Serial No.	Occupation	Bombay		Madras		Calcutta		Vizagapatam	
		Basic Wage	Dearness Allowance	Basic Wage	Dearness Allowance	Basic Wage	Dearness Allowance	Basic Wage	Dearness Allowance
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Fitters	55	50	35	40	35	40	35	40
2	Turners	55	50	43	40	50	40	35	40
3	Carpenters ..	55	50	43	40	40	40	35	40
4	Rivetters ..	40	40	43	40	32	40	55	50
5	Hammermen ..	35	40	35	40	30	40	35	40
6	Firemen	35	40	30	40	30	40	35	40
7	Tindals	40	40	45	40	30	40	35	40
8	Trolleymen ..	35	40	30	30	30	40	35	40
9	Painters	40	40	35	40	37	40	35	40
10	Sweepers ..	30	40	30	40	30	40	..	(Not available)
11	Mazdoors ..	30	40	30	40	30	40	30	40
12	Boilermakers ..	55	50	43	40	30	40	35	40
13	Blacksmiths ..	55	50	43	40	30	40	35	40
14	Watchmen ..	30	40	30	40	30	40	30	40

6. Municipalities

The available data relating to the remuneration of municipal employees, particularly of the conservancy staff are given below :—

Basic wages.—The basic wage rates paid to municipal employees differ widely in different parts of the country. The rates for the lowest paid workers vary from Rs. 15 p.m. in Cuttack to Rs. 35 p.m. in Bombay. A basic wage of Rs. 30 p.m. is paid in Poona, Ajmer, Delhi and New Delhi. Details regarding minimum basic wages of the conservancy staff who are generally the lowest paid workers in a municipality, are given in Table CXIV. Almost all the municipalities have adopted regular monthly scales of pay for their workers. It would appear that since 1950, the basic minimum wages of workers remained the same except in a few municipalities like Madras and Simla. In the latter, the increase was due to the implementation of the recommendations of the Committee constituted under the Minimum Wages Act, 1948 by the Government of Punjab.

Dearness allowance.—Most of the municipalities pay dearness allowance to their workers. However, only in a few of the municipalities, it is

linked to the cost of living index number. With the exception of a few municipalities, dearness allowance is generally paid according to the rates fixed by the local Governments concerned. The Gauhati municipality has no system of paying dearness allowance ; but it supplies free rations to its workers, the money value of which is estimated at Rs. 20 p.m. Dearness allowance has been enhanced in one municipality only. The Delhi municipality has sanctioned an *ad hoc* increase of Rs. 5 p.m. in the dearness allowance with effect from 1st June, 1951 of all persons drawing pay up to Rs. 25 p.m. In some of the municipalities like New Delhi and Bangalore, it is linked to the cost of living index but any increase in the dearness allowance is announced by the Government.

Minimum monthly earnings.—The table below shows the total minimum monthly earnings of the conservancy staff who form a considerable proportion of the total number of municipal workers.

TABLE CXIV

MINIMUM MONTHLY WAGES, DEARNESS ALLOWANCE, ETC., OF THE LOWEST PAID CONSERVANCY STAFF IN CERTAIN MUNICIPALITIES IN JULY, 1951

Serial No.	Municipality	Minimum monthly basic wage	Minimum monthly dearness allowance	Other (monthly) allowances and concessions	Total minimum monthly earnings
1	2	3	4	5	6
		Rs. A. P.	Rs. A. P.		Rs. A. P.
1	Bombay ..	35 0 0	36 0 0	Rs. 6 (House rent allowance).	77 0 0
2	Ahmedabad ..	25 0 0	35 0 0	..	60 0 0
3	Poona	30 0 0	35 0 0	Rs. 5 (House rent allowance).	70 0 0
4	Madras ..	18 0 0	18 0 0	Rs. 6 (Rs. 4 as House rent and Rs. 2 as Unclean allowance).	42 0 0
5	Coimbatore ..	17 8 0	18 0 0	..	35 8 0
6	Bangalore ..	18 0 0	15 0 0	Rs. 2 (House rent allowance).	35 0 0
7	Hyderabad ..	20 0 0	15 0 0	Rs. 13-8-0 (Rs. 8-8-0 interim relief and Rs. 5 House rent).	48 8 0
8	Ajmer	30 0 0	12 0 0	..	42 0 0
9	Delhi	30 0 0	40 0 0	Rs. 10 (Rs. 7 as House rent and Rs. 3 as City allowance).	80 0 0
10	New Delhi ..	30 0 0	40 0 0	Rs. 10 (Rs. 7 as House Rent and Rs. 3 as City allowance).	80 0 0

1	2	3	4	5	6
11	Ambala ..	20 0 0	25 0 0	..	45 0 0
12	Simla	60 0 0*	..	..	60 0 0*
13	Lucknow ..	25 0 0	6 4 0	Rs. 2-8-0 (Rs. 2 Special Allowance and annas 0-8-0 House rent).	33 12 0
14	Kanpur ..	25 0 0	6 4 0	Rs. 7 (Rs. 5 Dearness allowance and Rs. 2 city allowance).	38 4 0
15	Patna	18 8 0	15 0 0	..	33 8 0
16	Calcutta ..	25 0 0	25 0 0	Rs. 5 (Rs. 3-8-0 money value of food concession and Rs. 1-8-0 House Rent).	55 0 0
17	Gauhati ..	20 0 0	(Given free ration and quarters)	Rs. 15 (Money value of free ration).	35 0 0
18	Cuttack ..	15 0 0	14 0 0	Rs. 5 (Rice at subsidised rates i.e. Rs. 17-4-0 per bag of 2 mds. instead of Rs. 22-4-0 per bag).	34 0 0
19	Indore† ..	20 0 0	20 0 0	Rs. 4 (City allowance)	44 0 0
20	Bhopal† ..	15 0 0	12 12 0	..	27 12 0

* An all-inclusive minimum wage of Rs. 60-0-0 per mensem has been introduced with effect from 1st April, 1951 under Punjab Government Notification No. 1226-LP/51/481 dated the 15th February, 1951.

† Relates to January, 1950.

7. Public Works Department

The available information relating to the wages and allowances of the workers employed both departmentally and through contractors by the Public Works Departments—Central and State—is given below :—

(*a*) *Central Public Works Department.*—In the C.P.W.D., monthly paid labour employed departmentally, get a basic wage of Rs. 30 p.m. in addition to the usual rates of dearness allowance admissible to Central Government employees, which amounts to Rs. 40 p.m. for the lowest paid workers. Labour employed on a daily basis and through contractors get wages (all inclusive) varying from Re. 0-13-0 to Rs. 2-2-0 per day depending on the localities. During 1951, the Central Government fixed

all inclusive minimum wages payable to C.P.W.D. contractors' labour in the different regions in the country and these are given below :—

State	Daily wage rates for	
	Men	Women
	Rs. A. P.	Rs. A. P.
Assam	1 12 0	1 4 0
Bihar	1 8 0	1 4 0
Bombay	2 0 0 to 2 2 0	1 7 0 to 1 12 0
Madhya Pradesh	0 13 0 to 1 0 0	0 10 0
Madras	1 4 0 to 1 8 0	0 10 0 to 0 14 0
West Bengal	1 6 0	1 0 0
Uttar Pradesh	1 12 0	..
Madhya Bharat	1 4 0	1 0 0
Mysore	1 8 0	1 0 0
Ajmer	1 8 0	0 13 0
Delhi	1 12 0	1 8 0

(*b*) In the Public Works Departments in the States the rates of wages prescribed for daily-rated workers vary from district to district and also between different seasons, depending upon the availability of labour and the pull of agricultural or other seasonal operations in the locality. The

daily rates of minimum wages obtaining in different States for men and women mazdoors are given below :—

TABLE CXV

MINIMUM DAILY RATES OF WAGES IN P.W.D.

State	Mazdoors	
	Men	Women
	Rs. A. P.	Rs. A. P.
Bombay	1 0 0 to 2 8 0	1 0 0 to 1 12 0
Madhya Pradesh	1 0 0 to 1 2 0	0 10 0 to 0 14 0
Madras	1 0 0 to 1 12 0	0 10 0 to 1 4 0
Uttar Pradesh	1 0 0 to 2 0 0	..
Mysore	1 8 0	1 0 0
Rajasthan	0 12 0 to 1 8 0	0 9 0 to 0 12 0
Hyderabad	1 8 0	1 0 0
Travancore-Cochin	1 0 0 to 1 9 0	0 10 0 to 0 15 0
Bhopal	1 0 0 to 2 0 0	..
Coorg	1 8 0 to 2 0 0	1 0 0
Vindhya Pradesh	1 0 0 to 1 2 0	0 12 0 to 0 14 0

Departmental workers who are monthly rated, get dearness allowance at rates fixed by the respective *Governments* while daily-rated workers do not get any separate dearness allowance.

8. Seamen

There has been no revision of the wage rates for seamen in India, since 1946. The following tables show the wage rates paid to different categories of seamen in the ports of Calcutta and Bombay.

TABLE CXVI

SEAMEN'S WAGES IN INDIA

CALCUTTA RATES

(Monthly)

Ratings	Pre-war rate of pay	Present rate	War bonus (100 per cent. of pre-war rate)	War risk and post-war credit money	Total
	Rs.	Rs.	Rs.	Rs.	Rs.
Butler	70	140	70	66	276
Head waiter	40	80	40	66	186
General Saloon boy ..	30	60	30	60	150
Topass (cleaner) ..	22	44	22	44	110
Dhobi (laundryman) ..	45	90	45	66	201
Deck Serang	60	120	60	66	246
Lascar	18 to 25	36 to 50	36 to 50	36 to 50	90 to 125
Carpenter	120	240	120	..	360
Fireman serang ..	60	120	60	66	246
Coal trimmer ..	18	36	18	36	90
Bhandari (cook) ..	25	50	25	50	125
Bhandari's mate ..	10 to 12	20 to 24	10 to 12	20 to 24	50 to 60

TABLE CXVII

BOMBAY RATES

(Monthly)

Ratings	Wages on 16th September	Present rate	War allowance	War risk allowance (200 per cent. subject to a maximum of Rs. 66)	Total
1	2	3	4	5	6
Deck—	Rs.	Rs.	Rs.	Rs.	Rs.
Serang	62	130	65	66	261
Lascar	26	52	26	52	130
Bhandari's mate ..	18	40	20	40	100
Carpenter	90	240	120	..	360
Engine Room—					
1st tindal	46	80	40	66	186
Bhandari	30	60	30	60	150
Saloon—					
Butler	90	170	85	66	321
Chief cook	78	150	75	66	291
General servant ..	28	52	26	52	130

9. Employments covered by the Minimum Wages Act

Under the provisions of the Minimum Wages Act, 1948, most of the State Governments have fixed or notified minimum rates of wages payable to workers in the employments scheduled under the Act. These rates are given in Table CXVIII.

In Bihar, the Punjab and Madhya Pradesh the wage rates fixed are inclusive of dearness or cost of living allowance. In Madras the wage rates in respect of oil mills and rice, flour or *dal* mills are inclusive of dearness allowance while those in respect of tobacco manufactories, public motor transport and tanneries are exclusive of dearness allowance. Details regarding the minimum wage rates and the dearness allowance, if any, fixed for unskilled adult male and female workers in the different employments are given in the following statement :

TABLE CXVIII

MINIMUM WAGES FIXED UNDER THE MINIMUM WAGES ACT IN THE DIFFERENT INDUSTRIES

State	Minimum wages fixed for (Daily rates)		Remarks
	Men	Women	
1	2	3	4
	RICE, FLOUR OR DAL MILLS		
	Rs. A. P.	Rs. A. P.	
Assam	1 8 9 to 1 11 9	.. ..	Rs. 40 to Rs. 45 p.m.
Bihar	1 8 7	..	
Bombay	1 8 9 to 2 5 0	..	
Madhya Pradesh ..	0 12 0 to 1 0 0	0 8 0 to 0 12 0	
Madras	0 12 0	..	
Orissa	1 0 0	..	
Punjab	1 12 0	..	
Uttar Pradesh ..	1 0 0	..	
West Bengal (Rice mills)	0 13 6 to 1 2 0	0 11 6 to 0 12 0	In addition, dearness allowance of 0-4-6 to 0-6-0 for men, 0-4-0 for women is given.

1	2	3	4
	RICE, FLOUR OR DAL MILLS —contd.		
West Bengal—*contd.* (Flour mills)	1 2 6	..	In addition dearness allowance of 0-12-4 is given.
Mysore	1 0 0	0 12 0	
Rajasthan	1 2 0	..	(Rs. 30 p.m.).
Saurashtra	1 4 0 to 2 0 0	..	Rs. 32-8-0 to Rs. 60 p.m.
Delhi	1 14 0 to 2 1 2	..	
	OIL MILLS		
Bihar	1 8 7	..	
Bombay	1 8 9 to 2 5 0	..	
Madhya Pradesh ..	1 2 0 to 1 4 0	..	
Madras	1 0 0	..	
Punjab	1 12 0	..	
Uttar Pradesh ..	1 0 0	..	
West Bengal ..	1 13 6* to 1 14 9†	1 7 2 to 1 8 7	* Includes dearness allowance of 0-13-6. † Includes dearness allowance of 0-14-9.
Mysore	1 0 0	0 12 9	
Rajasthan	1 2 0	..	Rs. 30 p.m.
Saurashtra	1 8 0 to 2 0 0	..	
	ROAD CONSTRUCTION AND BUILDING OPERATIONS		
Bihar	1 4 0	..	
Bombay	1 12 0 to 2 6 0	..	
Madhya Pradesh ..	0 9 0 to 1 0 0	0 7 0 to 0 10 0	

1	2	3	4
ROAD CONSTRUCTION AND BUILDING OPERATIONS—*contd.*			
Madras	0 13 0 to 1 4 0	..	
Orissa	0 12 0 to 1 0 0	0 8 0 to 0 12 0	
Punjab	1 12 0	1 8 0	
Uttar Pradesh ..	1 0 0	..	
West Bengal ..	1 4 0 to 2 0 0	0 14 0 to 1 12 0	
Mysore	1 0 0	0 12 0	
Rajasthan	1 2 0*	0 12 0†	* Rs. 30 p.m. † Rs. 20 p.m.
Saurashtra	1 2 0 to 1 12 0	..	
Bhopal	1 0 0 to 1 4 0	0 12 0 to 1 0 0	
Delhi	1 12 0	1 8 0	
Vindhya Pradesh ..	0 8 0 to 0 10 0	..	
STONE BREAKING OR STONE CRUSHING			
Bihar	1 4 0	..	
Bombay	1 8 9 to 2 5 0	..	
Madhya Pradesh ..	0 9 0 to 1 0 0	0 7 0 to 0 10 0	
Madras	0 13 0 to 1 4 0	..	
Orissa	0 12 0 to 1 0 0	0 8 0 to 0 12 0	
Punjab	1 12 0	1 8 0	
Uttar Pradesh ..	1 0 0	..	

1	2	3	4
	STONE BREAKING OR STONE CRUSHING—*contd.*		
West Bengal	..	..	
Mysore	1 0 0	0 12 0	
Rajasthan	1 2 0*	0 12 0†	* Rs. 30 p.m. † Rs. 20 p.m.
Saurashtra	1 8 0	..	
Bhopal	1 4 0	1 0 0	
Delhi	1 12 0	1 8 0	
Vindhya Pradesh ..	0 8 0 to 0 10 0	..	
	TANNERIES AND LEATHER MANUFACTORIES		
Bihar	2 6 0	..	
Bombay	1 8 9 to 2 5 0	..	
Madhya Pradesh ..	1 3 0*	..	* Rs. 30 p.m. Minimum wages fixed in tanneries. In leather manufactories wages are fixed on a piece basis.
Madras	1 0 0* 1 5 0†	.. ..	* For casual labour. † Helpers, seasoners, etc.
Punjab	1 12 0	..	
Uttar Pradesh ..	1 0 0	..	
West Bengal ..	1 15 6	..	
Mysore	1 5 1*	1 1 5†	* D.A. 0-11-1 } is also in- † D.A. 0-7-5 } cluded.
Hyderabad ..	1 0 0*a	0 12 0*b	* Excluding D.A. a. Rs. 26 p.m. b. Rs. 20 p.m.
	LOCAL AUTHORITY		
Bihar—			
(a) District Boards	25 0 0 p.m.	..	
(b) Municipalities	27 0 0 p.m.	..	
Madhya Pradesh ..	0 12 0 to 1 0 0	0 8 0 to 0 12 0	

1	2	3	4
	LOCAL AUTHORITY—*contd.*		
Madras	25 0 0 p.m.	..	
Punjab	40 0 0* to 60 0 0 p.m.	..	* All-inclusive wage ; according to areas.
Uttar Pradesh ..	17 8 0 to 36 4 0 p.m.	..	
West Bengal—			
(*a*) Municipality ..	10 0 0 to 52 8 0 p.m.	11 0 0 to 30 8 0 p.m.	
(*b*) District Boards	18 4 0 to 50 0 0 p.m.	..	
Mysore	35 0 0* p.m.	30 0 0* p.m.	* Includes D.A. Rs. 15 p.m.
Rajasthan	30 0 0 p.m. or 1 2 0 per day.		
Saurashtra	32 8 0 to 52 0 0 p.m. 1 6 0 to 1 12 0 per day.	..	
Ajmer—			
(*a*) Local Bodies ..	47 8 0† p.m.	..	† Wage Rs. 30 + D.A. Rs. 17-8-0 p.m.
(*b*) Ajmer and Beawar Municipality District Board.	49 4 0‡ p.m.	..	‡ Wage Rs. 30 + D.A. Rs. 19-4-0 p.m.
Bhopal	1 0 0 to 1 4 0	0 12 0 to 1 0 0	

1	2	3	4
	LOCAL AUTHORITY—*contd.*		
Delhi	5 0 0 to 65 0 0 p.m. 1 11 0 to 2 2 6 per day.	..	
Vindhya Pradesh ..	20 0 0 p.m. or 0 13 0 per day.		
	MOTOR TRANSPORT		
Assam—			
Conductors ..	2 1 10	..	Rs. 55 p.m. (Trip allowance is also given).
Unskilled ..	1 13 0	..	Rs. 47 p.m.
Bihar	1 12 0	..	Rs. 45 p.m.
Bombay—			
Conductors ..	2 2 0 to 2 14 3	..	
Unskilled ..	1 8 9 to 2 5 0	..	
Madhya Pradesh ..	1 4 0	..	
Madras—			
Conductors ..	1 14 8	..	Rs. 49 (30 + 19) p.m.
Unskilled ..	1 8 0	..	Rs. 39 (20 + 19) p.m.
Orissa—			
Conductors ..	1 12 0	..	Rs. 45 p.m.
Unskilled ..	1 2 4	..	Rs. 30 p.m.
Punjab—			
Conductors ..	1 14 9	..	Rs. 50 and Rs. 20 p.m. Excluding D.A., Travelling allowance, Simla Compensatory Allowance.
Cleaners ..	0 12 5	..	
Uttar Pradesh ..	1 0 0	..	

1	2	3	4
	MOTOR TRANSPORT—*contd.*		
West Bengal—			
Cleaners ..	2 1 10	..	
Conductors ..	2 14 0 to 3 0 0	..	
Mysore—			
Conductors ..	1 12 0	..	Rs. 45 (25 + 20 D.A.) p.m.
Cleaners ..	1 8 7	..	Rs. 40 (20 + 20 D.A.) p.m.
Rajasthan	1 2 0	..	Rs. 30 p.m.
Saurashtra— Unskilled ..	1 13 0*	..	* Including D.A. of Re. 0-13-0.
Conductors ..	2 5 0*	..	
Delhi— Unskilled ..	2 0 0 or 60 0 0 p.m.	..	
Conductors ..	2 3 9 or 67 0 0 p.m.	..	
Vindhya Pradesh ..	1 4 0 or 30 0 0 p.m.	..	
	TOBACCO (INCLUDING BIDI) MANUFACTORIES		
Bihar—			
(*a*) Bidi ..	0 12 0 to 2 8 0 per 1,000	..	
Bombay—			
(*a*) Bidi ..	1 14 0 to 2 8 0 per 1,000	..	
Madhya Pradesh— (*a*) Bidi ..	0 10 0 to 1 6 0 per 1,000	..	

1	2	3	4
TOBACCO (INCLUDING BIDI) MANUFACTORIES—*contd.*			
Madras—			
(*a*) Bidi ..	1 2 0 per 1,000		
(*b*) Scented tobacco	0 12 0 to 0 14 0 per day.	..	
(*c*) Cigars ..	2 0 0 per 1,000	..	
(*d*) Tobacco curing	1 4 0 per day.	..	
Orissa—			
(*a*) Bidi ..	1 6 0 per 1,000	..	
Uttar Pradesh ..	1 0 0 per day.	..	
West Bengal—			
(*a*) Bidi ..	1 12 0 to 2 4 0 per 1,000	..	
(*b*) Cigarettes ..	2 2 6 (1-0-0 + 1-2-6) per day	..	
Hyderabad—			
(*a*) Bidi ..	1 4 0 per 1,000*	..	* Excluding dearness allowance.
Mysore—			
(*a*) Bidi ..	1 6 0 per 1,000	..	
(*b*) Tobacco Curing	1 2 0 per day*	1 0 0 per day*.	* Including D.A. of 0-8-0 per day.
Rajasthan			
(*a*) Bidi—	1 2 0 per day.	..	Rs. 30 p.m.
Saurashtra—			
(*a*) Bidi ..	2 0 0 to 2 8 0 per 1,000	..	
Travancore-Cochin—			
(*a*) Bidi ..	1 14 0 per 1,000	..	

1	2	3	4
TOBACCO (INCLUDING BIDI) MANUFACTORIES—*contd.*			
Ajmer—			
(*a*) Bidi ..	1 2 0 per 1,000	..	
(*b*) Snuff ..	1 0 0 per day	..	
Bhopal—			
(*a*) Bidi ..	1 4 0 to 1 8 0 per 1,000	..	
Vindhya Pradesh—			
(*a*) Bidi ..	1 0 0 to 1 4 0 per 1,000 or 1 2 0 per day.	..	
MICA { (*a*) Mines (*b*) Works			
Bihar—			
(*a*) Mines ..	1 5 9	..	
(*b*) Works ..	1 4 6	..	
Madras—			
(*a*) Mines ..	1 0 0	..	
(*b*) Works ..	1 4 0	..	
Ajmer—			
(*a*) Mines ..	45 0 0 p.m. or	..	
(*b*) Works ..	1 8 0 per day.	..	
Rajasthan—			
(*a*) Mines ..	30 0 0 p.m. or	20 0 0 p.m. or	
(*b*) Works ..	1 2 0 per day	0 12 0 per day	

1	2	3	4
	AGRICULTURE		
Bihar (for harvesting paddy)	1 in 16 of the harvest		Payments are made in kind. Patna District only.
Orissa	0 10 0 to 0 12 0	0 8 0	
Punjab	1 0 0 to 1 12 0	0 12 0 to 1 8 0	
Ajmer	0 12 0 to 1 0 0	..	
Delhi	1 8 0 to 2 8 0	1 4 0 to 1 8 0	
Kutch	0 12 0	0 9 0	
	LAC MANUFACTORIES		
Bihar	1 4 0	1 0 0	
Madhya Pradesh ..	0 15 6	0 11 6	
Uttar Pradesh ..	1 0 0	..	
	PLANTATIONS		
Assam* (Tea) ..	0 15 0 to 1 2 0	0 14 0 to 1 0 0	* Inclusive of D.A.
Bihar (Tea) ..	1 6 0	..	
Madras (Tea, Coffee Rubber and Cinchona)	1 5 0 Grade I 1 0 0 Grade II	.. ..	
Punjab	0 11 0	0 8 6	
West Bengal* Tea (Gardens)	0 15 0 to 1 3 0	0 14 0 to 1 1 0	* Provision exists for the revision of dearness allowance according to changes in the cost of living.
(Factory) ..	1 0 0 to 1 3 0	0 15 0 to 1 1 0	
Cinchona ..	1 8 9	1 2 0	
Uttar Pradesh (Tea, etc.) ..	1 0 0	..	

1	2	3	4
	PLANTATIONS—*contd.*		
Mysore*	1 0 0	0 13 0	* Inclding D.A.
Travancore-Cochin* .. Garden	1 9 6	1 3 3	* Including D.A.
Factory ..	1 13 0	1 6 0	
Coorg*—Coffee ..	1 2 9	0 14 0	* Including D.A.
Cardamom ..	1 2 9 to 1 5 0	0 14 0 to 0 15 9	
	WOOLLEN CARPET MAKING OR SHAWL WEAVING		
Bihar	1 12 0	..	Rs. 45 p.m.
Madras	1 0 0	..	
Punjab	1 8 0	..	
Rajasthan	1 2 0	..	Rs. 30 p.m.
	CEMENT		
Madhya Pradesh ..	1 6 0	1 4 0	
	POTTERIES		
Madhya Pradesh ..	1 6 0	1 2 0	
	GLASS		
Madhya Pradesh ..	1 8 0 to 1 12 0	..	

CHAPTER VI

COST AND STANDARD OF LIVING

1. Cost of living index numbers

State Series

An important development in regard to these series was that the Government of Bihar discontinued compilation and publication of cost of living index numbers for six centres, *viz.*, Patna, Monghyr, Muzaffarpur, Jamshedpur, Jharia and Ranchi, on the quinquennium ending 1914 as base. They propose to construct new series of index numbers for these centres on 1939 as the base period. The Government of Orissa also decided to discontinue their old series of cost of living index numbers for Cuttack and Berhampur in favour of the new Labour Bureau series of index numbers for these centres. There were no major methodological changes in the compilation of the other State series of index numbers except that the Rent Indices in the cost of living index numbers for Bangalore, Mysore City and Kolar Gold Fields Area were revised in September 1951 on the basis of small-scale surveys.

The Department of Economics and Statistics, Government of Assam has started compilation of a new series of cost of living index numbers from November 1950 on base 1944=100 for the employees of the Rice and Flour Mills in the State. The series is based on the results of a family budget enquiry conducted by the Department during the period 1st March 1950 to 7th August 1951 among the above class of employees. The Government of Assam are also conducting a family budget enquiry among the plantation workers of the State and they propose to compile a new series of cost of living index numbers for the plantation workers. The Government of West Bengal also propose to compile shortly a new series of cost of living index numbers for plantation workers in their State on the basis of the results of the family budget enquiry conducted by them during 1947-1948. The Government of Saurashtra are now compiling Retail Price Indices for Rajkot, Bhavnagar and Jamnagar on base July 1950 to June 1951 and the question of compiling a series of cost of living index numbers is being actively considered by that Government. Family budget enquiries were completed at Indore and Gwalior and the Government of Madhya Bharat are working out proposals for the construction of cost of living index numbers for these centres.

Table CXIX gives the figures of the existing State series of cost of living index numbers during 1950 and 1951. It will appear that except for one centre (*viz.*, Tiruchirapalli), the average cost of living index number during 1951 was higher than the corresponding average during 1950. The extent of rise in the index numbers was more than 5 per cent. but less than 10 per cent. in 9 cases and more than 10 per cent. in one case only out of a total of 20 index number series which recorded a rise in 1951 over 1950.

TABLE CXIX

STATE SERIES OF WORKING CLASS COST OF LIVING INDEX NUMBERS IN VARIOUS CENTRES IN INDIA

	Average for the year 1950	1951												Average for the year 1951
		January	February	March	April	May	June	July	August	September	October	November	December	
		Base : August 1939=100												
Bombay.														
1. Ahmedabad	351	327	347	367	370	381	371	370	358	347	348	353	345	357
2. Bombay	298	303	306	316	319	319	321	317	312	310	316	317	315	314
3. Jalgaon	424	426	439	438	455	471	487	494	491	462	461	482	500	467
4. Sholapur	398	405	403	412	416	430	429	436	441	437	442	445	445	428
Madhya Pradesh														
1. Nagpur	372	376	388	390	391	394	394	394	392	389	393	397	397	391
Madras														
1. Madras	332	333	334	336	340	342	344	344	345	347	343	344	344	341
Uttar Pradesh														
1. Kanpur	434	440	441	439	440	443	447	454	459	470	469	464	449	451
Cochin														
1. Ernakulam	372	377	377	376	382	384	388	389	389	391	389	391	395	386
2. Trichur	363	369	367	366	372	376	378	377	378	381	378	379	384	375

Base : Year ending June, 1936 = *100

Madras														
*1. Visakhapatnam	354	358	356	354	356	364	376	379	378	380	382	386	385	371
*2. Eluru	404	407	413	416	425	435	437	444	459	454	451	454	455	438
*3. Bellary	383	375	375	377	378	389	393	398	400	399	399	406	409	392
*4. Cuddalore	371	384	382	382	385	384	384	384	384	383	382	390	393	385
*5. Tiruchirapally	372	371	367	370	369	366	367	365	369	369	365	366	363	367
*6. Madhurai	348	344	349	354	357	360	366	369	377	384	376	379	384	367
*7. Coimbatore	388	389	389	392	398	402	410	421	424	424	412	411	412	407
*8. Kozhikode	428	419	427	440	450	459	468	464	463	455	465	465	461	453
Mysore														
1. Bangalore	317	328	336	341	344	345	345	347	346	352	352	352	350	345
2. Mysore	312	322	327	336	349	349	349	351	343	344	343	346	341	342
3. Kolar Gold Fields	334	345	351	363	365	365	369	369	371	372	374	376	379	367

Base : Year ending July, 1944 = 100

Hyderabad														
1. Hyderabad City	161	164	165	166	165	165	171	174	168	163	162	167	175	167

*Relates to low-paid employees.

Labour Bureau Series.—It has been mentioned in the earlier issues of the Year Book that under the Government of India's Scheme for maintaining cost of living indices for various centres in India on uniform lines, the Labour Bureau is compiling 15 series of cost of living index numbers on base, 1944=100 and publishing them in the *Indian Labour Gazette* every month. During the year under review, the Bureau added to this list one more series of cost of living index numbers relating to plantation workers in Coorg with the second half of 1948 as the base period.

Table CXX gives the annual average cost of living index numbers in the Labour Bureau series for 16 centres. For only two of these centres the level of the index numbers during 1951 was lower than that in 1950. Of the remaining 14 centres, the rise in the indices during 1951 over 1950 exceeded 5 per cent. but was less than 10 per cent. for 6 centres and exceeded 10 per cent. for 4 centres.

TABLE CXX

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS

(Base : 1944=100)

Centre	Annual average for						
	1945	1946	1947	1948	1949	1950	1951
1. Delhi	103	108	122	132	132	132	142
2. Ajmer	110	118	152	161	161	168	178
3. Jharia	97	122	139	153	159	182	184
4. Dehri-on-Sone	99	131	158	171	170	185	197
5. Jamshedpur	100	103	123	136	138	145	160
6. Monghyr and Jamalpur ..	105	132	153	166	171	193	188
7. Cuttack	102	106	117	134	147	163	181
8. Berhampur	101	111	126	145	154	162	190
9. Gauhati	90	86	97	117	128	126	141
10. Silchar	92	96	110	132	138	146	159
11. Tinsukia	94	83	93	109	110	114	124
12. Akola	98	107	139	156	168	162	165
13. Jubbulpore	95	101	123	146	151	153	168
14. Ludhiana	105	119	142	168	164	165	167
15. Kharagpur	97	100	111	132	137	137	136
16. Mercara*	..	..	..	..	111	116	118

* Interim series for plantation workers on base July to December, 1948 = 100

From the trends of both the State and the Labour Bureau series of cost of living index numbers it is clear that the rise in the price level, which got a spurt with the outbreak of the Korean War in June 1950, continued during the year 1951 also.

2. Family budget enquiries

Family budget enquiries were conducted by the Government of India in twenty eight centres in the country during 1943-46. Of these, six are now in Pakistan. Details regarding these enquiries and those conducted in the plantations during the year 1947 have been published in the previous issue of the Year Book.*

During the year, another enquiry was conducted by the Labour Bureau into the wages and conditions of work and living of plantation workers in Assam. The enquiry covered a sample of 38 tea estates and a report based on its results has recently been published.

In connection mainly with the implementation of the Minimum Wages Act, 1948, several State Governments and the Labour Bureau have started family budget enquiries in some important industrial centres. Details regarding these are given in the following paragraphs :—

Ajmer.—An enquiry into the family budgets of cotton mill workers and workers in the Municipality and *Bidi* industry in Beawar was started by the Labour Bureau in August, 1951. The enquiry is in progress and it is proposed to collect in all 400 family budgets.

Bhopal.—An enquiry into the family budgets of industrial workers was conducted by the Labour Bureau in Bhopal from December, 1950 to January, 1952 in the course of which about five hundred budgets were collected. The enquiry covered cotton mill and municipal workers and those employed in Tobacco and *Bidi* manufactories. A report on the results is in the course of preparation.

Saurashtra.—A family budget enquiry was started in Bhavnagar with a view to deriving " weights " for the compilation of cost of living index numbers and to ascertain the general standard of living of workers. In all 1,200 budgets were collected during June to December, 1950. A Report on the enquiry has been completed.

In December, 1950, a House Rent Survey was also undertaken in Bhavnagar in order to assess the trends of changes in house rent from the year 1938 onwards. The families covered were the same as those included in the family budget enquiry. The results are being analysed.

Hyderabad.—An enquiry into family budgets of Kothagudium colliery workers was conducted in 1950 by the Labour Officer of the Singareni Collieries Co., Ltd. The enquiry was in the nature of a pilot study. A report on the basis of these enquiries has been published. In all 829 family budgets and 130 singlemen's budgets were tabulated. The data

Vide pp. 492-97.

on family budgets revealed that, on an average, a family consisted of 3·72 persons ; 1·35 men, 1·56 women, 0·41 boys and 0·40 girls. Of the 3·72 persons, 1·20 were earners, 1·13 being men and 0·07 women. The average weekly income of the family amounted to Rs. 16-6-7 of which Rs. 5-10-9 was accounted for by wages, Rs. 5-5-4 by dearness allowance and the remaining Rs. 5-6-6 by bonus, value of food concessions and income from sources other than regular employment. The total weekly expenditure of the family worked out to Rs. 13-4-11 against an income of Rs. 16-6-7 thus showing a weekly saving of Rs. 3-1-8. The actual and percentage expenditure on the various important groups of consumption is given below :—

TABLE CXXI

EXPENDITURE BY GROUPS

Groups	Actual (Rs. A. P.)	Percentage
1. Food	6 1 2	45·63
2. Fuel and Lighting	0 6 2	2·90
3. Clothing	1 5 6	10·09
4. Miscellaneous	2 15 6	22·31
5. Intoxicants	0 10 8	5·01
6. Milk and Curds	0 5 10	2·74
7. Vegetables and Mutton	1 7 2	10·89
8. Household Requisites	0 0 11	0·43
Total ..	13 4 11	100·00

The expenditure on remittances to dependants was only Re. 0-0-6 per week.

The 3·72 persons in the average family constituted 3·58 adult consumption units.

The enquiries revealed that 148 out of the 829 families or 17·8 per cent. were in debt. The average amount of debt per family on the basis of those reporting indebtedness worked out to Rs. 35-3-6.

U. P.—Enquiries into family budgets of industrial workers at Modinagar (Meerut), Ghaziabad, Jhansi and Allahabad have been conducted and the reports based on these enquiries are being compiled.

Bombay.—An enquiry into the family budgets of working and middle classes in Bombay city was started in June, 1951 by the Deputy Commissioner of Labour (Information). The enquiry is in progress.

Bihar.—In order to revise the "weights" used for the Cost of Living Index Numbers for Patna, Muzaffarpur and Ranchi, fresh family budget enquiries are being conducted at these places.

Punjab (I).—Family budget enquiries are being conducted at present in respect of workers employed in all the scheduled employments under the Minimum Wages Act. The "weights" derived from these enquiries will be used for compiling cost of living index numbers for various centres. Analysis of the results shows that a family, on an average, consists of 4·7 persons. The average monthly income of a family works out to Rs. 79-2-2, the monthly income *per capita* being Rs. 16-3-5. The average family expenditure comes to Rs. 90-0-9. The percentage expenditure on Food, Fuel and Lighting, House Rent, and Clothing and Footwear, works out to 67·2, 8·1, 3·4 and 10·7 respectively. The rest was accounted for by medicine, recreation, etc.

A similar enquiry conducted by the Board of Economic Enquiry, Punjab, amongst the tea garden labourers in Kangra District, shows that nearly eighty per cent. of the income is being spent on cereals alone. The expenditure on education, travelling and medicine forms 0·1, 0·6 and 0·5 per cent. of the total family income.

West Bengal.—The Labour Directorate of the Government of West Bengal conducted an enquiry into the living conditions of plantation workers in Jalpaiguri District, West Bengal during the period June, 1947 to April, 1948 and a report on the enquiry has now been published. The total number of budgets collected was 3,001, of which 202 related to individuals and 2,799 related to families. The number of budgets accepted for tabulation was 2,506 relating to families and 194 relating to individuals. The average family consisted of 4·436 persons of whom 2·926 were earners. The composition of the family and the earners was as follows :—

TABLE CXXII

NUMBER OF PERSONS AND EARNERS IN THE FAMILY

	Number of persons in the family	Number of earners
Adults—male	1·259	1·153
female	1·162	0·946
Children between 12 and 18—		
male	0·321	0·278
female	0·362	0·337
Children below 12—male	0·681	0·107
female	0·651	0·105
Total ..	4·436	2·926

The weekly income of the average family was Rs. 19·615 of which Rs. 10·181 was in cash and Rs. 9·434 represented income from subsidiary sources including value of food concessions. The income accruing from

basic wages was Rs. 5·544, from dearness allowance Rs. 1·698 and from overtime Rs. 2·891. Re. 0·048 accrued from the cash payments. Food concessions accounted for Rs. 5·702 of the subsidiary income for which the other main sources were firewood, land for cultivation, value of housing accommodation provided, cattle and poultry, etc. The contribution of the members of the family to the weekly cash income was as follows :—

		Rs.
Adult—male	..	5·280
female	..	2·823
Children between 12 and 18—male	..	0·794
female	..	0·948
Children below 12—male	..	0·173
female	..	0·163
Total	..	10·181

The average expenditure of a family came to Rs. 17·973 as against an average income of Rs. 19·069 excluding the computed value of housing accommodation provided. The distribution of the expenditure according to groups was as follows :

TABLE CXXIII

EXPENDITURE BY GROUPS

	Expenditure	Percentage to total
	Rs.	
Food ..	12·650	70·38
Fuel and lighting ..	1·806	10·05
Clothing ..	1·285	7·15
Household requisites ..	0·173	0·96
Conventional necessities ..	1·057	5·88
Miscellaneous ..	1·002	5·58
Total ..	17·973	100·00

In the food group cereals accounted for 40·683 per cent. of the weekly expenditure, 38·513 per cent. being accounted for by rice and paddy. Pulses accounted for 7·801 per cent. of the expenditure, fish and meat for 5·608 per cent., fruits 0·061 per cent., milk and milk products 0·907 per cent., mustard oil and other cooking medium for 4·423 per cent., vegetables 5·013 per cent., salt and spices 2·426 per cent., and others for 3·461 per cent. In the fuel and lighting group the bulk of the expenditure was on account of firewood for which, however, the workers did not actually incur any expenditure as they collected firewood from the adjoining forests. The estimated value of firewood was, therefore, shown both under income and expenditure.

Madras.—In view of numerous enquiries from business and industrial concerns regarding Middle Class Cost of Living Index Numbers, the Government of Madras has prepared a scheme for conducting family budget enquiries among the middle classes. The enquiry will be conducted in Madras City in the first instance and for that purpose a sample of 1,500 families has been selected by the method of stratified random sampling.

3. Food Control and Rationing

There has not been any substantial change in the scheme of food controls in India during the year.* At a conference of the Food Ministers of all the States held in Bombay in December 1950, it was agreed that the controlled economy in the matter of food grains must continue and that distribution arrangements should be controlled and directed with suitable adjustments. The conference fixed the import targets and the basic plan quotas for 1951. During the year the ceiling import quota had to be raised from time to time owing to a series of draughts, floods, etc., and the consequent failure of crops. Under the Indian Emergency Food Act, 1951 the Government of U. S. sanctioned a long term loan of $ 190 million to enable India to buy 2 million tons of U. S. food grains, out of which 1·1 million tons of wheat were expected to be received during the current year.

The Food Procurement and Export Bonus Scheme under the Basic Plan was revised from 1st January 1951. The revised scheme, by linking bonus on a graded scale to import export targets, offered inducement to the exporting States to work up to the target fixed for export and even to increase it beyond that figure. It gave similar inducement to the importing States to reduce their import requirements to the minimum. Net export and import quotas for the year were also fixed for each State. The total Food Procurement and Export Bonus paid to the State Governments during 1950-51 by the Centre was Rs. 7·99 crores.

In January, 1951 the overall scales of ration in all States were temporarily reduced to 9 oz. per adult per day on account of widespread damage to crops, low procurement expectations, heavy depletion of stocks and uncertainty about arrivals of imports due to the difficult shipping position. In June, 1951 the State Governments were authorised to raise at the earliest date convenient the scale of ration to the limit of 12 oz. consistently with the stock immediately in their possession. From July, 1951, 18 States namely, Assam, Bihar, Bombay, Madras, Punjab, U. P., Madhya Pradesh, Hyderabad, Madhya Bharat, Mysore, PEPSU, Orissa, Saurashtra, Ajmer, Coorg, Delhi, Kutch and the Andamans and Nicobar Islands raised the ration scale to 12 oz. per adult per day. The Government of West Bengal also raised their ration scale to 12 oz. from September, 1951.

The total rationed population in the country at the end of August, 1951 was 12·24 crores as against 10·83 crores at the end of September, 1950. The extent of food rationing in the various States may be seen from the following table.

*For details of the scheme please see the *Indian Labour Year Book*, 1949-50, pp. 246-47.

TABLE CXXIV

EXTENT OF FOOD RATIONING

State	Total population 1951 Census	Rationed population as on 30-6-1951* (in thousands)		
		Under Statutory rationing	Under other types of rationing	Total
1	2	3	4	5
Assam†	91,29,442	425	1,292	1,717
Bihar	4,02,18,916	250	15,439	15,689
Bombay	3,59,43,559	10,472	6,660	17,132
Madhya Pradesh ..	2,13,27,898	..	2,716	2,716
Madras	5,69,52,332	6,160	13,303	19,463
Orissa	1,46,44,293	..	414	414
Punjab	1,26,38,611	1,790	3,645	5,435
Uttar Pradesh ..	6,32,54,118	6,886	452	7,338
West Bengal	2,47,86,683	6,471	3,380	9,851
Hyderabad	1,86,52,964	1,505	2,048	3,553
Jammu and Kashmir† ..	..	322	..	322
Madhya Bharat ..	79,41,642	371	3,046	3,417
Mysore	90,71,678	1,320	4,667	5,987
PEPSU	34,68,631	..	500‡	500‡
Rajasthan	1,52,97,979	..	1,619	1,619
Saurashtra	41,36,005	414	3,700	4,114
Travancore-Cochin ..	92,65,157	8,308	..	8,308
Ajmer	6,92,506	297	3	300
Bhopal	8,38,107		No rationing	
Bilaspur	1,27,566	..	..	
Coorg	2,29,255	..	36	36
Delhi	17,43,992	1,482	178	1,660
Himachal Pradesh ..	9,89,437	..	117	117
Kutch	5,67,825	..	568	568
Manipur	5,79,058	N.A.	N.A.	N.A.
Tripura	6,49,930	N.A.	N.A.	N.A.
Vindhya Pradesh ..	35,77,431	N.A.	N.A.	N.A.
The Andaman and Nicobar Islands	30,963	15	..	15
Sikkim	1,35,646	N.A.	N.A.	N.A.
Total ..	35,68,91,624†	46,488	63,283	109,771

Source : Ministry of Food and Agriculture.

* Provisional.

† Census operations were not carried out in Jammu and Kashmir and the Part 'B' Tribal Areas of Assam. According to the estimates framed under the Constitution (Determination of Population) Order, 1950 the State of Jammu and Kashmir had a population of 4·37 millions on 1-3-1950. According to a local estimate, the Tribal Areas of Assam have a population of 560,631. These figures are not included in column 2 of the above table.

‡ Figures relate to December, 1950 : later figures not available.

N.A.=Not available.

CHAPTER VII

HEALTH AND SAFETY

Health of the Industrial Worker

The problems of health of the industrial worker are to be viewed from two angles: firstly, the health hazards which are common to all citizens and secondly the occupational health risks to which an industrial worker is exposed in certain industries. As a citizen, the medical needs of an industrial worker are met by the general health service available to the community as a whole. As a worker in industry, however, the occupational risks, to which he is exposed, can be met by a properly constituted industrial health service, which can deal wih those sets of factors in the environment of his workplace which react adversely on his health.

Details of general health conditions in India are found in certain publications, such as the *Report of the Health Survey and Development Committee* (Bhore Committee). Data regarding the health of industrial workers in India, however, are scanty, mainly because " the machinery for providing such information does not exist at present ".*

Some details about health conditions of factory workers, miners and plantation workers have been given in the previous issues of this *Year Book*. The following paragraphs give some additional information, available since the compilation of the last *Year Book*.

Certain progressive industrial undertakings maintain some statistics relating to sickness and absenteeism. The absenteeism statistics collected by the Labour Bureau show that absenteeism due to sickness or accidents in 1950-51 amounted to 4·0 per cent. in match factories, 2·6 per cent. in cement factories, 2·6 per cent. in the engineering industry in Mysore, 2·5 per cent. in the cotton mills in Madras, 2·2 per cent. in the iron and steel industry, 1·7 per cent. in the West Bengal engineering industry, 1·3 per cent. in the woollen mills in Dhariwal, 1·1 per cent. in ordnance factories and 0·9 in cotton, woollen and silk textiles of Mysore.

The Department of Industrial Health, Tata Industries Ltd., which covers a number of Tata concerns has published the following figures relating to new cases treated at the various dispensaries during the year 1950:

* *Report of the Health Survey and Development Committee, Vol. I, pp. 73-74.*

TABLE CXXV

NEW CASES TREATED AT DISPENSARIES OF SOME TATA CONCERNS, 1950

	Empress Mills	Swadeshi Mills		Tata Mills	Advance Mills	Tata Oil Mills	National Ekco Radio
		Allopathic	Ayurvedic				
Average factory attendance	10,119	5,149	5,149	6,039	3,519	1,054	514
Cases—							
Dental	1,916	655	204	565	496	276	20
Gastro intestinal	7,576	3,689	3,873	3,983	1,603	1,271	61
Respiratory	7,627	4,316	2,148	2,488	3,777	1,872	212
T. B. Lungs	6	46	19	19	4	6	..
Circulatory	677	176	2	1,711	..	1	28
Eye	2,044	782	207	587	520	491	12
Ear	776	896	300	525	368	159	8
Nose	30	6	..	9	10	15	..
Accidents	4,422	2,032	*	1,026	322	969	50
Ulcers	6,768	3,910	833	2,972	1,515	1,116	4
Infectious diseases	22	10	23	51	2	18	..
Malaria	915	501	679	188	159	203	35
Scabies	2,833	969	272	844	184	93	..
Ringworm	1,638	560	168	1,133	105	138	..
Dermatitis	627	333	12	298	1	112	..
Nervous system	33	319	128	261	4	19	36
Genita-urinary	732	197	295	62	11	44	20
Diseases of bones, joints and muscles ..	2,426	959	283	451	144	696	..

* Accident cases are not treated at the Ayurvedic dispensary.

A large number of cases relate to gastro-intestinal and respiratory disorders and accidents, ulcers and scabies.

The following table shows the number of industrial workers suffering from venereal diseases in three cotton mills in Bombay city.

TABLE CXXVI

VENEREAL DISEASES AMONG INDUSTRIAL WORKERS, 1951

Mill	Average mill attendance	Cases of		Total cases	Rate per 1,000
		Venereal sores	Gonococeal infections		
Swadeshi Mill, Kurla, Bombay	5,602	26	12	38	6·7
Tata Mills, Parel, Bombay	4,270	41	20	61	14·2
Tata Oil Mills, Sewri, Bombay	1,138	3	3	6	5·2

The Department of Industrial Health, Tata Industries Ltd., conducted in 1950 preplacement medical examination of new employees in the National Ekco Radio factory after a detailed survey of job analysis. Due to the work of the Safety Engineering Department at Tata Mills, the frequency rate of accidents dropped from 8·35 to 5·35.

Some statistics about sickness of workers employed in two factories (in Bombay and Calcutta) of Lever Brothers (India) Ltd., are available and are given below. These statistics are for the year 1951.

The proportion of various types of cases of illness in the Bombay factory to the total was as follows : (*i*) Influenza, colds and respiratory diseases—25·1 per cent. ; (*ii*) Diarrhoea, dysentery and other diseases of digestive system—26·0 per cent. ; (*iii*) Rheumatic group—5·3 per cent. ; (*iv*) Malaria—0·8 per cent. ; (*v*) Injury (not at work)—7·8 per cent. ; (*vi*) Infectious diseases—0·8 per cent. ; and (*vii*) Unclassified diseases—34·2 per cent. The following statement gives the distribution of time lost on account of the various groups of illness.

TABLE CXXVII

Diseases	Percentage of total time lost due to cases in each group	Average number of days lost per case
Respiratory diseases	40·1	6·2
Digestive diseases	26·9	6·0
Malaria	5·4	7·8
Geneto Urinary diseases	0·2	6·0
Infectious diseases	1·1	11·7
Injury not at work	2·7	6·4
Unclassified	23·4	7·4

The Bombay Factory, which had an average working population of 2,898, reported 10,270 cases of illness during the year, i.e., 856 illnesses on an average per month. The average number of lost time illnesses per month was 318, i.e., 37·1 per cent. of the total reported illnesses. About 2,052 mandays were lost on account of illness per month and the average number of days lost per worker was 0·7.

The Calcutta factory, which on an average employed 1,065 persons in 1951 reported 7,951 new cases of illness and 2,008 of accidents. The average daily attendance in the dispensary was 65, i.e., 6·1 per cent. of the average number of persons employed. The following statement analyses the cases of illness according to diseases and gives the distribution of time lost for various groups of diseases.

TABLE CXXVIII

DISTRIBUTION OF TYPES OF ILLNESS CASES PER 100 SICK ABSENCES AND DISTRIBUTION OF TIME LOST FOR VARIOUS GROUPS OF DISEASES

Groups of diseases	No. of cases per 100 cases of sick absences	Percentage of total time lost due to sick absences	Average number of days lost per case
Common cold, rhinities, sore throat, influenza, etc.	37·51	24·1	3·62
Bronchitis, pneumonia, etc.	6·14	9·51	12·24
Diarrhoea, dysentery, enteritis and other digestive diseases	28·54	28·3	7·8
Malaria	5·85	6·9	7·4
Infectious diseases	2·3	4·06	20·2
Venereal diseases and dermatitis ..	6·02	5·28	8·8
Injury not at work	4·66	4·02	3·2
Unclassified	9·40	16·13	14·52

A large number of cases of illness were of short duration, i.e., between one and three days, as can be seen from the following figures :

	1 to 3 days	4 to 7 days	8 to 14 days	15 to 21 days	Above 21 days
Percentage of sick absences	48·64	17·52	10·92	5·25	17·67

Sickness and accidents were responsible for 21·62 per cent. of the total time lost due to all types of absences. On an average, 13·69 per cent. of man-days lost were due to all types of absences, while 2·95 per cent.

were due to sick absences. Non-occupational sicknesses and injury were responsible for 93·7 per cent. of the total time lost due to sickness and accidents while the remaining 6·3 per cent. was due to occupational injuries.

Lately increasing attention is being given to the problems of industrial health in India. The U.P. Government recently established an Industrial Health Organisation with a view to investigating and improving the working conditions and the general health of the workers employed in the factories in the State. The officers of the Organisation surveyed tanning and shellac industries in the State and submitted their recommendations to the Government. The question of establishing a Bureau of Industrial Hygiene was under the consideration of the Mysore State Government.

In response to a request made by the Government of India, U.S. Government recently made available the services of an Industrial Hygiene Unit under the Technical Co-operation Programme. The Unit is attached to the Organisation of the Chief Adviser, Factories and consists of an Industrial Engineer, an Industrial Chemist and an Industrial Medical Officer. The Unit is to assist the Chief Adviser's Organisation in initiating intensive surveys in industrial hygiene problems in certain groups of industries. It has been proposed that these surveys might be undertaken simultaneously in three or four groups of industries with the co-operation of State Governments. The members of the Unit, accompanied by the Chief Adviser, Factories, concluded an observational tour of some important industrial centres in India.

2. Occupational Diseases

Information about the incidence of occupational diseases is somewhat scanty. The Workmen's Compensation Act, 1923, lists (in Schedule III) 12 occupational diseases which are deemed to be injuries by accident for purposes of payment of compensation. The State Governments have been authorised to add to this list, but this power has been sparingly used. With the application of the Indian Workmen's Compensation Act, 1923 to Part B States, the list in Schedule III has been adopted by these States. Recently, the Mysore Government added the occupational disease "miners' phthisis or silicosis" to the employments specified in this schedule.* The provisions of the Workmen's Compensation Act relating to compensation for occupational diseases have been inadequately invoked and the number of cases of such diseases, which are reported, is very small. During 1950, cases of occupational diseases were reported only from Bombay and West Bengal. In Bombay, one case of death and 7 of temporary disablement all resulting from lead poisoning, were reported by the B.B. and C.I. Railway Administration. Compensation amounting to Rs. 3,500 in the fatal case and Rs. 712 in cases of

* See *Indian Labour Gazette*, January 1952, p. 566. The Travancore Act, which has now been superseded by the Central Act, covered primary epitheliomatous cancer of the skin resulting from employment in any process involving the roasting or shelling of cashewnuts or handling of roasted cashewnuts or extraction of cashewnuts, etc.

temporary disablement was paid. In West Bengal, there were 9 cases of lead poisoning pending at the beginning of the year 1950; during the year, 7 new cases of lead poisoning were filed. Out of these 16 cases, 7 were dismissed and one was allowed in part; the remaining cases were pending at the end of the year. In Mysore, during the year ended 31st March, 1951, compensation amounting to Rs. 1,55,958 was paid in 133 cases (all of silicosis in Kolar Gold Fields). Details of these cases are as follows:

No. of cases		Amount of compensation	
Deaths	Permanent disablement	Deaths	Permanent disablement
5	128	13,900	142,058

Commenting on the absence of any case of occupational disease in the year 1950, the U.P. Government report on the working of the Act says, " there must have been cases remaining unreported or unnoticed. This conspicuous absence of occupational diseases was no index to the actual state of affairs. The evasion of the Act in respect of cases of occupational diseases continued for lack of suitable agency for reporting such diseases and proper diagnosis of the cause of disablement. Though the Act provides compensation for some occupational diseases, yet due to inadequacy of staff the provisions were more honoured in their breach than in their observance ".

The Factories Act, 1948, makes it obligatory on factory managers to give information regarding certain occupational diseases (specified in a schedule) contracted by their employees and on medical practitioners attending on persons suffering from such diseases to report the same to the Chief Inspector. The returns under the Factories Act, 1948, for the year 1950 report 34 cases of lead poisoning in Bihar and 38 cases of lead poisoning and 33 of chrome sores or ulceration in Bombay. No other State reported any occupational disease during the year. The cases of lead poisoning in Bihar occurred only in one factory. The cases notified in Bombay during 1949 and 1950 have been classified industry wise in the following statement.

Disease	Industries	Number of cases reported	
		1949	1950
Lead poisoning	(*i*) Coach painting ..	8	8
	(*ii*) Paint manufacture ..	..	3
	(*iii*) Electric accumulator works	..	7
	(*iv*) Smelting	..	18
	(*v*) Type setting	..	2
Chrome ulcerations ..	*Manufacture of dichromates*	..	33

The increase in the number of cases during 1950 appears to be due to several of these having been detected by the Certifying Surgeons. The eight cases of lead poisoning in coach painting industry occurred in a railway paint shop where lead paint is prepared and used for coaches ; the dry removal of this paint by heat and scraping exposes the workers to the hazard of inhaling the metal in the form of fine powder and fumes.

During the year ending September 1951, 25 cases of lead poisoning and 67 cases of chrome sores of ulceration were reported from Bombay State and 38 cases of chrome sores were reported from Madras State.

The problems of occupational diseases are receiving increasing attention from the Central and State Governments, as can be seen from the following surveys recently completed or being conducted.

The Office of the Chief Adviser, Factories completed the investigations into the health and hygiene problem of workers in the dichromate and electric accumulator works. In this survey, air samples were collected by means of an electric precipitator and then analysed by Industrial Chemists. The survey of environmental warmth conditions in the Delhi Cloth Mills, conducted by the Chief Adviser, Factories, was in progress during the year.

In Bombay, arrangements were being made for the establishment of a Research Laboratory for the study of industrial diseases and hazardous occupations. The Factory Department of the Bombay Government carried on some investigations into certain occupational diseases. A survey of health conditions and exposures, carried out by the Medical Inspector of Factories in four factories manufacturing dichromates, revealed that chrome ulceration was often due to bad lay out of some of the factories. It was observed that the healing of chrome ulcers took anything from one to four months by the methods so far current in most factories and hence it was decided to try other methods, which would expedite cure. A neutralisation method with sodium thiosulphate was chosen for trial by which the hexavalent chromium iron in dichromates would be reduced to the trivalent iron and thus be rendered innocuous. The ulcer was washed well with 5 per cent. sodium thiosulphate solution and dressed with zinc oxide ointment applied on lint and was then covered completely with water-proof plaster. It was found that the ulcers healed within a week but there was the danger of recurrence if dressings were stopped at this stage. Daily dressings had to be continued for another week, care being taken to cover the healed area completely with plaster. A survey of printing presses in the Bombay State revealed the necessity of the provision of washing facilities on a liberal scale and adjacent to the composing section. It was observed that workers were not sufficiently aware of the possibility and danger of ingesting small particles of lead while taking their meals. The cleaning of plungers by means of a wire brush was another potent factor which exposed the baller or linotype assistant to the danger of inhaling lead powder. To minimise the danger, introduction of automatic plunger-cleaners was advised. Another study conducted in Bombay was about

the possible effects of dyes. It was found that in some of the factories dyes and dyed intermediaries were handled without any precautions. To avoid consequences like cancer of the bladder and severe cyanosis, Rules were framed for the manipulation of certain dyes, of a highly toxic character. It might be mentioned that most dyes are not realy toxic though some of them cause unpleasant effects like sneezing, cough, etc. Due to such effects, workers put down any illness or discomfort they experience as caused by the dyes they handle. The Medical Inspector of Factories, Bombay, examined workers in the glass industry for the effects of infra-red rays on the eyes of workers, i.e., for the incidence of glass-blowers cataract ; of the 144 workers examined, 15 were found to have pin point opacities of the lens. Other studies conducted by the Bombay Factory Department related to protective clothing for workers in foundries, suitable seating accommodation, exposure to mercury in the manufacture of " Pharash's Serpents " (fire works), and effects of carbon disulphide and hydrogen sulphide on workers in the rayon industry.

In West Bengal, the All-India Institute of Hygiene conducted the following two surveys : (*a*) To find out the effects of cyanide salts used for electroplating process on the health of workers, samples of air for analysis were collected in the morning before electroplating commenced and also at hourly intervals throughout the working day. The result of the analysis showed that there was no trace of hydrocyanic acid gas before the work commenced and the concentration of the gas throughout the working day was within the maximum permissible limit. (*b*) In a case of a factory manufacturing red lead, the dust which escaped into the air was analysed and the concentration of the dust was found to be much in excess of the permissible limit.

In Travancore-Cochin the Industrial Hygiene Officer carried out certain investigations regarding the occurrence of burns on the hands of cashew workers engaged in the shelling of the cashewnuts. Severe dermatitis was found to be caused by the corrosive action of cardol, which it is believed contains the major irritant properties attributed to cashew-nut shell liquid. As a result of investigations, it has become possible to prevent the dermatitis by the use of " Barrer Cream ".

3. Industrial Accidents

Statistics relating to accidents in factories, mines, railways and docks are collected annually under the provisions of the Factories Act, Indian Mines Act, Indian Railways Act and the Indian Dock Labourers Act. Returns under the Workmen's Compensation Act, which cover a wider field, give information relating to the number of accidents for which compensation has been paid and the amount of compensation paid. The available information on the subject is presented in this section.

Factories

Under the Factories Act, all accidents which cause death or bodily injury whereby any injured person is prevented from attending work for 48 hours or more following the accident, are to be reported to the Inspector of Factories. Annual statistics of accidents are compiled from

such reports by the Chief Inspectors of Factories and are incorporated in their annual reports on the working of the Factories Act. Consolidated all-India statistics on the subject are published by the Labour Bureau in an annual publication entitled "*Statistics of Factories*".

The following table shows annual figures relating to the number of fatal and non-fatal accidents in factories for the years 1939 to 1950 The statistics for the period 1939 to 1946 relate to pre-partition British India. The subsequent figures relate to the corresponding areas of the Indian Union consisting of the Part A States, 3 Part C States, namely, Delhi, Ajmer and Coorg and the Andaman and Nicobar Islands.

TABLE CXXIX

ACCIDENTS IN FACTORIES, 1939-1950

	Fatal		Non-fatal		Total	
	Number	Rate*	Number	Rate*	Number	Rate*
1939 ..	221	0·13	35,785	20·43	36,006	20·56
1940 ..	236	0·13	40,843	22·14	41,079	22·27
1941 ..	271	0·13	48,465	22·47	48,736	22·60
1942 ..	323	0·14	53,851	23·59	54,174	23·73
1943 ..	361	0·15	58,815	24·14	59,176	24·29
1944 ..	348	0·14	66,974	26·55	67,322	26·69
1945 ..	342	0·13	69,781	26·40	70,123	26·53
1946† ..	252	0·11	56,883	24·58	57,135	24·68
1947 ..	214	0·09	58,567	25·74	58,781	25·84
1948 ..	259	0·11	67,805	25·73	68,064	28·84
1949 ..	250	0·10	75,366	30·96	75,616	31·06
1950 ..	248	0·10	72,168	29·11	72,416	29·21

* Per 1,000 workers employed.

† Excluding Punjab and N.W.F.P. Figures for 1946 and the preceding years relate to prepartition British India. Figures for subsequent years relate to the corresponding States of the Indian Union.

Till 1949 accidents were being classified as fatal, serious and minor. In 1950, however, the sub-grouping of non-fatal accidents as serious and minor was discontinued. The figures for the previous years have therefore been regrouped wih a view to providing comparable series.

The year 1950 shows an appreciable drop in the number of accidents in factories in spite of a large increase in the number of factories subject to the Factories Act during the year under review. The frequency rate

of accidents has dropped from 31·06 in 1949 to 29·21 in 1950. The fatal accident rate however remained stationary.

Table CXXX shows the statistics of accidents for 1950 by States. Bombay shows the largest number of accidents followed by West Bengal. The highest accident rate is as usual observed in Ajmer, where on account of leniency in granting leave for injured workers in railway, workshops, a large number of minor accidents which ordinarily would not have been reported, were recorded. Other States in which the accident rate is higher than the all-India average are Bihar, Bombay and U.P. The rate is lower than the all-India average in the rest of the States. The lowest accident rate is recorded in Orissa. The rate is very low in Assam also where a large majority of workers were employed in seasonal factories. Compared to the rates in the preceding year, accident rates in 1950 are lower in all States excepting Bombay Orissa and U.P.

TABLE CXXX

ACCIDENTS IN FACTORIES IN 1950 CLASSIFIED ACCORDING TO STATES

State	Fatal		Non-fatal		Total	
	Number	Rate*	Number	Rate*	Number	Rate*
Assam ..	7	·11	731	11·93	738	12·04
Bihar ..	18	·10	5,661	32·20	5,679	32·30
Bombay ..	60	·08	26,914	35·03	26,974	35·11
Madhya Pradesh	13	·13	2,080	20·79	2,093	20·92
Madras ..	42	·12	6,380	17·48	6,422	17·60
Orissa ..	2	·14	133	9·21	135	9·35
Punjab ..	5	·10	1,308	25·95	1,313	26·05
U.P. ..	34	·15	7,079	30·42	7,113	30·57
West Bengal	62	·10	17,871	27·85	17,933	27·95
Ajmer ..	..	..	2,802	168·83	2,802	168·83
Coorg ..	..	..	..	..	..	..
Delhi ..	4	0·10	1,192	29·60	1,196	29·70
Andaman and Nicobar Island.	1	0·67	17	11·36	18	12·02
Total ..	248	0·10	72,168	29·11	72,416	29·21

* Per 1,000 workers employed.

Table CXXXI classifies accidents in factories in 1950 according to industries. It will be seen, from the table that manufacture of textiles which is the largest industry in this country, accounts for about 30 per cent. of the total number of accidents. The largest number of accidents has however been recorded by the transport equipment industry which includes railway workshops, shipbuilding and repairing, etc. Although this group of industries employs less than 8 per cent. of the total factory employment, it is responsible for nearly 32 per cent. of the total number of accidents. Other industries in which the number of accidents was large are basic metal industries, manufacture of machinery, food and miscellaneous industries which include ordnance factories. The frequency rates of accidents per 1,000 workers employed are shown in the table in respect of each of the industry groups.

TABLE CXXXI

ACCIDENTS IN FACTORIES IN 1950 CLASSIFIED ACCORDING TO INDUSTRIES

Industry group	Fatal		Non-fatal		Total	
	Number	Rate*	Number	Rate*	Number	Rate*
Gins and Presses	5	·06	145	1·73	160	1·79
Food, except beverages ..	56	·18	3,281	10·27	3,337	10·45
Beverages	3	·54	80	14·34	83	14·88
Tobacco	2	·02	499	4·61	501	4·63
Textiles	66	·07	22,358	21·91	22,424	21·98
Footwear, other wearing apparel and made up textile goods	1	·12	94	11·15	95	11·27
Wood and cork, except furniture	2	·09	303	13·80	305	13·89
Furniture and fixtures ..	..	..	43	6·33	43	6·33
Paper and paper products ..	5	·25	603	30·15	608	30·40
Printing publishing and allied industries	1	·01	414	5·98	415	5·99
Leather and leather products, except footwear	..	..	40	2·97	40	2·97
Rubber and rubber products ..	6	·29	901	43·26	907	43·55
Chemicals and chemical products	19	·30	1,661	25·92	1,680	26·22
Products of petroleum and coal	2	·16	720	56·29	722	56·45
Non-metallic mineral products, except products of petroleum and coal	10	·09	1,648	15·55	1,658	15·64
Basic metal industries ..	30	·32	6,162	65·74	6,192	66·06
Metal products, except machinery and transport equipment	4	·07	1,051	19·65	1,055	19·72
Machinery, except electrical machinery	7	·07	4,513	47·82	4,520	47·89
Electrical machinery, apparatus and appliances	2	·08	394	15·11	396	15·19

* Per 1,000 workers employed.

TABLE CXXXI

ACCIDENTS IN FACTORIES IN 1950 CLASSIFIED ACCORDING TO INDUSTRIES —*contd.*

Industry group	Fatal		Non-fatal		Total	
	Number	Rate*	Number	Rate*	Number	Rate*
Transport equipment ..	9	·05	22,585	124·74	22,594	124·79
Miscellaneous manufacturing industries	8	·07	3,213	27·06	3,221	27·13
Electricity, gas and steam ..	7	·32	1,369	62·26	1,376	62·58
Water and Sanitary services ..	1	·26	75	19·47	76	19·73
Cinema studios	2	·48	13	3·13	15	3·61
Laundries and laundry services dyeing and cleaning ..	..	..	3	2·39	3	2·39
Total ..	248	·10	72,168	29·11	72,416	29·21

*Per 1,000 workers employed.

An analysis of accidents which occurred during 1950 by causes is given in Table CXXXII. It will be seen from the table that machinery is responsible for the largest number of accidents and accounts for over 23 per cent. of the total number of accidents. Other major sources of accidents are falling bodies, hand rools, handling of goods or articles, stepping on or striking against objects and persons falling. Molten metals and other hot or corrosive substances and unclassified miscellaneous agencies are also responsible for a large number of accidents.

TABLE CXXXII

ACCIDENTS IN FACTORIES CLASSIFIED BY CAUSES

	Fatal	Non-fatal*	Total
Prime movers	3	147	150
Machinery moved by mechanical power :			
Transmission machinery	30	1,567	1,597
Lifting machinery	3	237	240
Machine tools for metal working	2	3,524	3,526
Wood working machinery	..	594	594
Other machinery moved by mechanical power	16	10,267	10,283
Machinery not moved by mechanical power ..	4	882	886
Transport :			
Railways	4	147	151
Others	8	694	702
Electricity	16	236	252
Explosives	11	67	78
Fires	8	288	296
Gassing	..	203	203
Molten metals and other hot or corrosive substances	21	4,065	4,086
Hand Tools	4	7,200	7,204
Falling bodies	30	11,913	11,943
Persons falling	48	4,453	4,501
Stepping on or striking against objects ..	4	5,557	5,561
Handling goods or articles	8	7,488	7,496
Others	28	12,611	12,639
Total ..	248	72,140	72,388

* Details of 28 accidents not known.

MINES

The Annual Report of the Chief Inspector of Mines on the working of the Indian Mines Act contains detailed statistical and other information regarding accidents in mines. A 'minor' accident is one in the case of which absence from work on account of the accident exceeds 48 hours but does not exceed 20 days, while a "serious" accident is one in which an injury has been sustained, which involves or in all probability will involve, permanent loss or injury to sight or hearing or the fracture of any limb or the enforced absence of the injured person from work for a period exceeding 20 days. The table below gives statistics relating to the different types of accidents in mines for the years 1939 to 1950. The figures for 1939 to 1946 relate to pre-partition British India. The subsequent figures relate to the 9 Part A States of the Indian Union and the centrally administered State of Ajmer.

TABLE CXXXIII

ACCIDENTS IN MINES, 1939 TO 1950

Year	Fatal		Serious		Minor		Total	
	Number	Rate*	Number	Rate*	Number	Rate*	Number	Rate*
1939 ..	286	0·94	1,410	4·62	10,584	34·67	1,280	40·23
1940 ..	315	0·96	1,442	4·39	12,880	39·24	14,637	44·59
1941 ..	303	0·87	1,489	4·28	10,969	31·53	12,761	36·68
1942 ..	342	0·96	1,484	4·15	10,871	30·39	12,697	35·50
1943 ..	328	0·94	1,509	4·32	9,000	25·76	10,837	31·02
1944 ..	365	1·00	1,568	4·30	8,946	24·51	10,879	29·81
1945 ..	307	0·79	1,441	3·73	8,724	22·58	10,472	27·10
1946 ..	328	0·79	1,275	3·09	9,312	22·56	10,915	26·44
1947† ..	263	0·65	1,450	3·56	8,137	19·98	9,850	24·19
1948† ..	272	0·69	1,295	3·27	8,518	21·52	10,085	25·48
1949† ..	271	0·64	1,658	3·70	16,529	39·25	18,358	43·59
1950† ..	273	0·60	2,033	4·47	15,616	34·33	17,922	39·40

It will be seen from the table that the frequency rate of fatal accidents is much higher in mines than in factories being about 6 times the fatal accident rate in factories. The rate of non-fatal accidents is also generally higher in mines than in factories. There has, however, been a gradual decline in the fatal accident rate in mines since the enforcement of the Indian Mines Act. The year 1950 which recorded a further drop, shows a frequency rate of 0·6 fatal accidents per 1,000 workers employed the lowest on record so far. The rate of non-fatal accidents also regis-

* Per 1,000 workers employed.

† Figures relate to 9 Part A States of the Indian Union and the Centrally administered State of Ajmer where as the previous figures relate to the pre-partition British India.

tered a drop from 42·95 in 1949 to 38·80 in 1950, although the rate of serious accidents showed a rise.

Table CXXXIV shows the fatal and serious accident rates in respect of some of the principal categories of mines for recent years. The accident rates in coal mines, both fatal and serious, are higher than the corresponding rates for all mines. The rates are however lower in mica, manganese and iron ore mines.

TABLE CXXXIV

ACCIDENT RATES IN VARIOUS CATEGORIES OF MINES

	Coal		Mica		Manganese		Iron Ore	
	Fatal	Serious	Fatal	Serious	Fatal	Serious	Fatal	Serious
1944	1·32	5·36	0·14	2·20	..	2·24	0·12	2·45
1945	0·95	4·34	0·24	1·07	..	1·77	0·58	3·35
1946	0·91	3·57	0·51	0·48	0·09	1·22	0·28	2·99
1947	0·74	4·05	0·35	0·72	0·07	0·46	0·60	2·70
1948	0·82	3·83	0·16	0·38	0·18	1·43	0·14	2·82
1949	0·75	4·44	0·55	0·79	0·13	1·38	0·19	1·26
1950	0·72	5·23	0·29	0·97	0·03	1·57	0·12	3·34

Table CXXXV which gives separate accident rates for underground, open workings and surface shows that the accident rates, both fatal and serious are higher under-ground than in open workings or on surface. The underground accident rate in mines in 1950 was as high as 1·23 in the case of fatal accidents and 8·0 in the case of serious accidents, the rates being slightly higher in coal mines. The underground accident rates were the highest in manganese mines.

TABLE CXXXV

ACCIDENT RATES* UNDERGROUND, IN OPEN WORKINGS AND ON SURFACE IN MINES, 1950

Category of mines	Fatal				Serious			
	Over-all	Under-ground	Open work-ings	Sur-face	Over-all	Under-ground	Open-work-ings	Sur-face
All mines ..	0·60	1·23	0·20	0·19	4·47	8·00	0·64	3·24
Coal	0·72	1·26	0·30	0·19	5·23	8·33	0·71	2·80
Mica	0·29	0·20	0·70	..	0·97	1·59	0·35	0·42
Manganese ..	0·03	2·83	..	..	1·57	19·83	0·07	6·10
Iron Ore ..	0·12	..	..	0·33	3·34	..	0·56	8·66

* Per 1,000 workers employed.

Information regarding causes of accidents is available in respect of fatal and serious accidents. In 1950, out of the 273 fatal accidents, 169 were caused by falls of roofs and sides. Thirty six occurred in haulage and 12 in shafts. Explosives were responsible for 24 fatal accidents and irruption of water for 7. The rest were due to other miscellaneous causes. Falls of roofs and sides and haulage were the principal causes in the case of serious accidents also. Another important source of serious accidents was the surface railways.

Railways

Statistics relating to fatal and non-fatal accidents in railways are published in the Annual Reports of the Railway Board. The tabular statement below shows the number of accidents to railway servants (including those in the workshops) and accident rates per 1,000 workers employed during the period 1939-40 to 1950-51. The figures for the last four years relate to the Indian Union whereas the previous figures relate to prepartition India.

TABLE CXXXVI

ACCIDENTS IN RAILWAYS, 1939-40 TO 1950-51

	Railways excluding workshops		Railway workshop		Accident rate per 1,000 persons employed	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
1939-40 ..	178	15,882	5	8,638	0·26	34·58
1940-41 ..	243	17,373	12	8,875	0·35	35·64
1941-42 ..	247	19,427	13	9,654	0·34	38·38
1942-43 ..	320	20,314	12	10,651	0·40	37·49
1943-44 ..	369	22,287	15	12,313	0·43	38·92
1944-45 ..	363	23,552	18	13,862	0·40	43·48
1945-46 ..	381	27,160	11	14,696	0·40	42·24
1946-47 ..	329	29,489	13	17,201	0·33	44·60
1947-48* ..	213	22,071	16	14,617	0·25	40·82
1948-49* ..	267	20,823	9	17,331	0·30	41·80
1949-50* ..	232	23,151	18	18,559	0·28	46·38
1950-51* ..	199	25,370	7	16,661	0·22	45·53

* Figures relate to Indian Union. Previous figures refer to pre-partition India.

The frequency rate of accidents, both fatal and non-fatal, in railways, shows a drop in 1950-51 inspite of a slight increase in the number of non-fatal accidents. Most of the accidents in railways excluding those in workshops are caused in the movement of vehicles. In 1950-51 out of the 199 fatal cases, 151 were caused in the movement of vehicles, 26 were due to accidents to trains, etc., and the rest were due to other causes. Of the non-fatal cases, 5,997 were caused in the movement of vehicles and 261 were due to accidents to trains, etc., while the rest were due to other causes.

PORTS

Under the Indian Dock Labourers Regulations, 1948, it is the responsibility of the Port Authorities to report every accident occurring during the processes of loading and unloading of cargo to the Inspector of Dock Safety. The information thus available is collected and published by the Chief Adviser, Factories, in his annual report on the working of the Indian Dock Labourers Act. The following table shows the information relating to number of accidents in docks in respect of each of the 5 major ports for the years 1948 to 1950.

TABLE CXXXVII

ACCIDENTS IN DOCKS IN MAJOR PORTS

	1949		1950	
	Fatal	Non-fatal	Fatal	Non-fatal
Bombay	7 (0·71)	556 (56·73)	4 (0·50)	493 (61·62)
Calcutta	7 (0·33)	701 (32·95)	13 (0·68)	1,040 (54·74)
Madras	3 (0·56)	195 (36·29)	1 (0·19)	304 (56·57)
Visakhapatnam	1 (0·46)	73 (33·64)	..	41 (18·89)
Cochin	1 (0·56)	7 (3·94)	..	13 (7·32)
Total	19 (0·47)	1,532 (37·93)	18 (49·56)	1,891 (52·06)

N. B. Figures in brackets are accident rates per 1000 workers employed.

The increase in the number of accidents in 1950 was reported to be mainly due to better reporting. An analysis of the accidents, according to causes shows that of the 1,909 accidents in 1950, 16 were caused by lifting machinery, 74 in transport, 474 by falling bodies, 251 on account of persons falling, 702 in handling goods, 92 by stepping on or striking against objects, 26 in the use of hand tools and 274 from miscellaneous causes. Since the enforcement of the Dock Labourers Regulations in 1948 there has been a gradual drop in the number of accidents caused by lifting machinery. The other cause groups showed an increase in the number of accidents on account of better reporting. The Bombay Port, where reporting has generally been satisfactory, however, recorded fewer accidents in 1950 than in the preceding year.

Accidents in ports other than in the docks are not reportable under the law. The number of such accidents is, however, considered to be very large. The available information regarding their number in 1950 is given below :

TABLE CXXXVIII

NUMBER OF ACCIDENTS IN MAJOR PORTS EXCLUDING DOCKS IN 1950

	Fatal	Non-fatal
Bombay	6	521
Calcutta	..	255
Madras	..	159
Visakhapatnam	1	40
Cochin	..	3
Total ..	7	978

SUMMARY

The position regarding the frequency of accidents in the main sectors of employment for which information on accidents is available, *viz.*, factories, mines, railways and ports may now be summarised as under :—

TABLE CXXXIX

ACCIDENT RATES IN FACTORIES, MINES, RAILWAYS AND PORTS, 1950

(Per 1,000 workers employed)

	Fatal	Non-fatal	Total
Factories	0·10	29·11	29·21
Mines	0·60	38·80	39·40
Railways*	0·22	45·53	45·75
Docks in major ports	0·49	51·95	52·44

COMPENSATION FOR ACCIDENTS

The Workmen's Compensation Act, 1923, provides for payment of compensation to workmen in case of injury arising out of and in the course of employment. The provisions of this Act are discussed in detail in another section†. As stated above, the Act covers various branches of employment including, besides the sectors in regard to which statistics of accidents have been given above, others such as posts and telegraphs, plantations, building and construction, etc. Table CXL gives the number of cases in which compensation was paid and the amount of compensation paid during 1950. Persons drawing above Rs. 400 per month are not covered by the Act.

* Figures relate to 1950-51.

† Section on Labour Legislation see pp. 105—109.

TABLE CXL

COMPENSATED ACCIDENTS AND COMPENSATION PAID DURING 1950

	No. of accidents for which compensation was paid				Amount of compensation paid			
	Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total
					Rs.	Rs.	Rs.	Rs.
Railways*	272	342	15,830	16,444	6,02,582	2,81,855	3,57,997	12,42,434
Posts and Telegraphs ..	7	10	18	35	14,855	8,317	837	24,009
C. P. W. D.	2	2	5	9	5,300	1,537	282	7,119
Factories, Mines, etc.—								
Assam	45	47	1,352	1,444	17,130	26,980	20,686	64,796
Bihar	231	401	4,338	4,970	3,74,891	1,94,715	1,27,821	6,97,427
Bombay	65	1,144	11,214	12,423	1,42,058	5,44,189	3,20,209	11,06,456
Madhya Pradesh ..	33	112	2,202	2,347	45,430	75,710	32,010	1,53,150
Madras	71	189	3,659	3,919	1,03,887	81,083	74,021	2,58,991
Orissa	26	28	77	131	34,263	15,973	9,898	60,134
Punjab	80	102	1,264	1,446	96,410	56,291	17,246	1,69,947
U. P.	77	228	1,928	2,233	1,28,873	1,26,908	36,448	2,92,229
West Bengal ..	194	1,427	13,976	15,597	4,05,691	7,90,575	3,27,723	15,23,989
Ajmer	3	15	615	633	3,966	8,928	6,310	19,204
Delhi	20	110	170	300	52,804	50,939	6,614	1,10,357
Andaman and Nicobar Islands	1	3	15	19	1,800	725	301	2,826
Total ..	1,127	4,160	56,663	61,950	20,29,940	22,64,725	14,38,403	57,33,068

* Excluding Railway workshops and Railway collieries.

Prevention of Accidents

Statutory provisions relating to safety at work and prevention of accidents exist in the Factories Act, the Indian Mines Act and the Indian Dock Labourers Act and are referred to in the relevant sections of the chapter on Labour Legislation. The provisions of the Factories Act, in particular, have been improved in the new Act passed in 1948 which places the responsibility for the safety of workers entirely on the occupier of the factory. The Indian Mines Act has also recently been revised with a view to improving the provisions relating to safety.

A considerable proportion of the accidents in factories, especially of the fatal and serious type, is generally attributed to machinery. In 1950 accidents caused by machinery formed over 23 per cent. Proper fencing of machinery has therefore been insisted upon by Factory Inspectors. The non-availability of sufficient quantities of iron has, however, stood in the way of developing proper fencing. As an alternative wooden fencing has therefore been allowed in most States.

Organisation of safety committees is encouraged in Bihar, Bombay and Uttar Pradesh. In Bihar such Committees have been functioning in a number of concerns for some years now and have been doing valuable work. Their findings have often been found to be very helpful in dealing with the problem of safety at work. Over 40 mills reported formation of safety committees in 1950 from Ahmedabad. Formation of such committees was urged in Bombay too, particularly in Railway workshops where the accident rate was high. In U.P. many of the big concerns have started forming safety committees. Encouraged by the success of a film produced in 1939-40 in regard to safety at work in textile mills, the Factories Department of the Bombay Government produced in 1950 a new film dealing with the sources of danger in engineering concerns. The film was exhibited through mobile publicity vans and in cinema shows.

The organisation of the Chief Adviser, Factories, has been endeavouring to promote industrial safety by educating both employers and workers in regard to the value of the measures laid down for the health, safety and welfare of the workers. Leaflets, pamphlets and posters are prepared from time to time by this organisation on safety methods and prevention of accidents and widely circulated to the Inspectors and to factories.

A bulletin incorporating important rulings of the Bombay High Court in connection with cases under the Factories Act, 1948, has recently been prepared by the Chief Adviser, Factories, and forwarded to the Chief Inspectors of Factories for their guidance.

Voluntary bodies such as the Safety First Association of India and certain employers' and workers' organisations have also been endeavouring to promote safety. The former publishes a monthly bulletin on the subject called the "Efficiency News".

The need for tripartite agreements on the standard of compliance with the provisions of the Factories Act, 1948, in respect of organised industries was discussed at the 12th session of the Standing Labour Committee held in New Delhi in November 1950 and was accepted by the Committee. It was suggested that the Industrial Committees on cotton textiles, jute and cement might now take up the question of setting up tripartite technical sub-committees for drawing up such agreements and for considering the question of setting up suitable machinery for giving effect to the provisions of the agreements.

CHAPTER VIII

INDUSTRIAL HOUSING

The Chapter on Industrial Housing in the previous issue of the Year Book described the conditions of housing of workers employed in the major industries. It also gave a brief account of the activities of the Central and State Governments in regard to the provision of houses for industrial workers. The scheme of the present chapter is to describe the measures adopted by the State Governments to provide houses for industrial workers and also to give, as far as information is available, a brief account of the existing housing facilities for industrial workers in each State. The housing conditions in major industries and the measures adopted by the Government of India to promote schemes of industrial housing are also briefly described.

1. Industrial Housing Scheme of the Government of India

Details of the scheme were given in the previous issue of the Year Book.* During the financial year 1950-51 the scheme was applicable only to Part A States and the Governments of Bombay, Madhya Pradesh, Orissa and Bihar participated in it. A sum of rupees one crore was advanced to these State Governments as a loan. During 1951-52 the scheme was extended to Part B and C States except Jammu and Kashmir and a sum of Rs. 168 lakhs was provided for loans to participating States. The allotment of the loans to various participating States during 1950-51 and 1951-52 was as follows :

TABLE CXLI

LOANS GRANTED UNDER THE GOVERNMENT OF INDIA'S SCHEME

State	1950-51	1951-52
	Rs.	Rs.
Assam	*Nil*	10 lakhs
Bihar	5 lakhs	30 ,,
Bombay	75 ,,	44 ,,
Madhya Pradesh	10 ,,	10 ,,
Madras	*Nil*	9 ,,
Orissa	10 lakhs	10 ,,
Punjab	*Nil*	5 ,,
Hyderabad	*Nil*	20 ,,
Mysore	*Nil*	20 ,,
Travancore-Cochin	*Nil*	10 ,,
Total ..	100 lakhs	168 lakhs

Against the loan of Rs. 1 crore advanced in 1950-51, 1,712 houses were constructed in Bombay, 261 in Orissa and 108 in Bihar. Construction of about 400 houses was in progress in Madhya Pradesh. The estimated total cost of the houses is about Rs. 1½ crores. The Government of India now propose to introduce a subsidised Industrial Housing Scheme under which the houses will be constructed by the employers and the Government of India will pay a subsidy equal to 20 per cent. of the cost of the houses subject to certain ceiling limits.

* Pages 269-70

In their draft outline of the First Five Year Plan, the Planning Commission have proposed a programme of industrial housing which envisages the construction of about 25,000 housing units every year in the principal industrial centres. For the financing of industrial housing the creation of a National Housing Fund has been proposed. The fund is to be constituted by an outright grant by the employers amounting to 2½ per cent. of their total wage bill including dearness allowance every year ; contribution by the workers at 2½ per cent. of their monthly wages including dearness allowance towards a compulsory savings scheme, the amount contributed being treated as a loan at 3 per cent. interest ; a grant by the Central Government every year of Rs. 2·7 crores besides meeting the expenditure on the Central Housing Board ; and provision in this regard made in the plans of State Governments. The Commission have also suggested, as an alternate scheme for raising the finance, the utilisation of the money in the Provident Fund Account to the extent of 70 per cent. on the basis of a loan to the National Housing Board. The National Housing Board will build up a sinking fund for the repayment of loans.

2. Housing of Industrial Workers in Various States

ASSAM

Under the Government of India's housing scheme the Assam Government were provided with a loan of Rs. 10 lakhs for the housing of industrial labour. A scheme for the utilisation of this loan was prepared and submitted to the Government of India for approval. The main industry in Assam is tea plantation. In this industry the employers have so far constructed 13,280 *pucca* houses, 30,567 semi-*pucca* houses and 82,654 *kutcha* houses for their labourers. The accommodation provided is free of rent. Details of housing for plantation workers will be dealt with in a subsequent section. There are no big cities in Assam and even in the towns over-crowding as a result of concentration of industrial labour is not in evidence. The Assam Oil Company has provided 3,498 quarters of various types at Digboi to their employees in the oilfields and 200 quarters at Tinsukia for the workers in the factory. In December 1951 the percentage of workers living in quarters provided by the company was 56·49 at Digboi and 45·77 at Tinsukia. The Company has been encouraging workers to build their own houses in its settlement by giving advance of house allowance. In December 1951, 6·45 per cent. of the employees at Digboi were living in such houses. No rent is charged to employees living in the Company's quarters. Employees not provided with accommodation are given a house rent allowance. A few rice and oil mills in the urban areas provide housing to a small proportion of their workers. Other industrial workers who form only a very small proportion of industrial workers in the State are left to shift for themselves in the matter of accommodation.

BIHAR

As the Government of India's Scheme was not finding favour with the majority of employers the State Government started an alternative

scheme of their own which is more favourable to the employer. The Bihar Industrial Housing Scheme is, for the present, applicable only to registered factories. Under the scheme, the State Government may give a loan to the extent of 50 per cent. of the capital required for industrial housing at 3 per cent. interest and the remainder of the capital should be contributed by the employers. The amount granted as loan together with interest thereon will be repaid by the employers in 25 equal annual instalments. The workers have to pay 2½ per cent. of the cost of the quarters as rent subject to a maximum of 10 per cent. of their monthly wages. The minimum standards required for the houses are two rooms of 10′ × 12′ × 10′ each, covered front and back verandahs at least 7 ft. wide, a kitchen, a store room, bathing cubicle screened off but with no roof, a courtyard and a latrine preferably of the septic type. For the present two workers will be housed in such a quarter. To start with, quarters may be built with one room instead of two but in such cases sufficient space has to be kept in reserve for its alteration into a two-roomed quarter at a later date. The quarters may also conform to any other specification approved by the Industrial Housing Board.

With a view to formulating a long range housing policy and undertaking an immediate programme for encouraging and facilitating construction of houses for industrial labour a provisional Industrial Housing Board was set up on 12th March, 1951 under an executive order. The functions of the Board are to advise on such measures, schemes or works as are calculated to achieve the object of providing accommodation for industrial workers. Its functions include *inter alia* the assessment of housing requirements of industrial workers in various parts ; the examination of sites for housing ; advise and help to factory owners in regard to the land and specifications of houses and supervision of their construction ; and ensuring that any help given by the State in the shape of money or materials is not misused. Legislation for the formation of the Board is under active consideration. The aim of Government is to provide 45,000 houses, finances and other circumstances permitting. The Government have a five year programme costing one crore of rupees and the employers according to this programme have to contribute an equal amount. Under this programme permanent structures are envisaged for factories whose life is estimated to be sufficiently long. For factories which are expected to have a comparatively shorter life and for seasonal workers semi-permanent construction of houses is contemplated.

Under the scheme Government advanced a sum of Rs. 15 lakhs in 1950-51 to the Tata Locomotive Engineering Company. A sum of Rs. 30 lakhs was provided for the scheme in the budget estimate for 1951-52. The total number of houses built under the Bihar Industrial Housing Scheme for workers in the registered factories is 359. The average cost of one unit consisting of a room 12′ × 12′, front and back verandah, kitchen and courtyard and a bath and lavatory varies from Rs. 5,500 to Rs. 7,500.

In the factory industry in Bihar the employers have provided 24,591 tenements for the workers. The distribution of these tenements by

districts and according to different types is as shown in the statement below:

TABLE CXLII

NUMBER OF TENEMENTS IN BIHAR ACCORDING TO DIFFERENT TYPES

District	Number of tenements of different types				
	One room tenements	2 room tenements	3 room tenements	More than 3 rooms	Total
1	2	3	4	5	6
Patna	246	60	34	..	340
Gaya	184	78	..	..	262
Shahabad	1,311	296	23	..	1,630
Saran	923	552	7	..	1,482
Champaran	876	180	..	..	1,056
Muzaffarpur	44	7	..	..	51
Darbhanga	197	59	5	..	261
Bhagalpur	98	39	..	..	137
Purnea	439	132	..	..	571
Monghyr	26	11	..	..	37
Santal Parganas ..	44	1	3	..	48
Ranchi	156	738	..	..	894
Hazaribagh	119	..	..	..	119
Palamau	128	43	..	..	171
Manbhum	3,650	607	9	..	4,266
Singhbhum	3,078	9,173	920	95	13,266
Total ..	11,519	11,976	1,001	95	24,591

Of these 24,591 houses, it is understood, only 13,072 houses are worth retaining and 5,852 could be remodelled for use while the remaining 5,667 should be demolished. Only 43,200 workers out of a total of 1,22,703 workers in the perennial factories in the State *i.e.*, about 35 per cent. live in houses provided by the employers. Of the rest, 39,661 live in their own houses and 39,842 in houses owned by private landlords. Only 5,852 houses of the 24,591 houses provided by the employers is free of rent.

Information regarding the housing of workers in coal mines and plantations can be seen from subsequent sections.

Bombay

During the year ended 31st March, 1951 the Bombay Housing Board constructed 2,385 tenements as against 1,754 tenements in the previous year to meet the shortage of housing accommodation in important industrial areas. Of these, 1,371 tenements were reserved for industrial workers. Details of these tenements are given in the following statement :

TABLE CXLIII

TENEMENTS BUILT BY THE BOMBAY HOUSING BOARD FOR INDUSTRIAL WORKERS

Centre	Locality	No. of tenements	Description	Subsidised rent for industrial labour (Rs. A. P.)
Bombay ..	Worli ..	283	2 room tenements with independent bathroom and water closet.	25 0 0 to 46 0 0
Ahmedabad ..	Asarwa ..	336	2 room tenements with bath room and verandah	23 0 0
	Khokhra, Mehmedabad.	384	2 room tenements ..	22 0 0
Hubli ..	Unspecified ..	204	2 room tenements with bath, latrine, front verandah and rear courtyard.	26 4 0
		164	3 room tenements with bath, latrine, front verandah and rear courtyard.	31 8 0

The tenements at Worli and Asarwa are exclusively for industrial labour while the others are for persons in low income groups including industrial labour.

An article on Industrial Housing in Bombay State was published in the September, October and November, 1951 issues of the Bombay Labour Gazette describing housing accommodation provided by the employers. There were, in 1949, in the State 1,400 factories each employing 100 or more workers. These along with 232 Municipalities, 26 District Local Boards, 3 Railways, one Port Trust and the Bombay Municipal Corporation, were addressed regarding the number of houses constructed, the number under construction during 1949-50 and the number proposed to be constructed during 1950-51. Of the concerns addressed, 839 factories, *i.e.*, 60 per cent., 186 Municipalities, *i.e.*, 80 per cent. and 25 District Local Boards, *i.e.*, 96 per cent. furnished replies. Six hundred out of the 839 factories, or 71·5 per cent. have not constructed any houses for their employees nor do they propose to undertake any such construction. Similarly of the 186 Municipalities that furnished information 129, or 69·4 per cent. have not provided any housing to their employees. Details regarding houses constructed by the remaining factories, municipalities etc., are given in table CXLIV.

TABLE CXLIV

HOUSING PROVIDED IN FACTORY INDUSTRIES BY EMPLOYERS, 1949

District	Number of industrial concerns	Number of concerns furnishing information	Number of concerns that have provided housing	Number of Houses constructed						Number of tenements under construction 1949-50	Number of houses proposed to be constructed 1950-51
				Number of houses	No. of tenements						
					One room	Two room	Three room	Larger tenements	Total		
1	2	3	4	5	6	7	8	9	10	11	12
Bombay City ..	716	462	68	744	5,378	786	55	60	6,279	251	590
Sabarkantha ..	3	2	1	18	27	..	..	..	27	40	15
Banaskantha ..	2	2	1	5	20	10	..	..	30	..	..
Mehsana ..	9	4	3	413	462	80	30	10	582	4	10
Amreli ..	3	3	3	1,643	1,587	211	52	10	1,860	..	..
Baroda ..	42	23	16	379	577	125	54	31	787	10	39
Ahmedabad ..	105	82	42	2,677	2,813	1,114	81	48	4,056	244	18
Kaira ..	18	12	7	469	666	126	4	..	796	6	..
Panchmahal ..	3	1	1	7	2	5	3	1	11	..	..
Broach ..	14	10	4	28	115	9	6	..	130	..	11
Surat	56	35	21	431	534	235	11	30	810	254	6
Thana ..	46	21	10	1,929	2,856	317	88	94	3,355	36	68
Ahmednagar ..	13	9	1	2	3	3	..	..	6	..	..
East Khandesh ..	79	30	11	253	455	125	2	33	615	..	..

West Khandesh ..	95	42	13	135	132	371	37	12	552	..	28
Nasik	80	27	4	318	1,973	785	94	222	3,074	..	12
Poona ..	51	37	13	1,948	1,806	260	44	163	2,273	..	4
North Satara ..	˙2	1	1	180	12	95	56	17	180	..	..
Sholapur ..	21	15	10	1,656	2,478	896	97	96	3,567	5	..
Belgaum ..	1	1	1	95	307	816	230	..	1,353	..	..
Dharwar ..	13	5	2	355	346	9	..	..	355	..	..
Kanara ..	1	1	1	93	26	17	50	..	93	..	..
South Satara ..	5	4	4	870	159	549	254	25	987	..	..
Kolhapur ..	4	4	1	1	..	13	..	..	13	..	..
Total ..	1,400*	839*	239	14,649	22,734	6,957	1,248	852	31,791	850	801
Local Bodies											
District Boards	26	25	4	57	58	47	14	30	149	9†	..
Municipalities	232	186	57	205	618	268	12	16	999‡	61	335
Bombay Municipal Corporation.	1	1	1	576	5,766	540	42	95	6,443	68	..
Bombay Port Trust	1	1	1	206	1,381	793	12	9	2,195	5	2

Source : *Bombay Labour Gazette*, September, October and November, 1951 issues.

* These figures are not the total of columns 2 and 3. Figures in respect of districts not mentioned in the table also appear to be included.

† Besides, 10 houses are under construction by Boards not included in Column 4.

‡ The type of all the tenements is not known.

In regard to the factory industries the 14,649 houses constructed are distributed industry-wise as follows :—

TABLE CXLV

INDUSTRY-WISE DISTRIBUTION OF HOUSING PROVIDED BY EMPLOYERS

Industry	Number of houses	Number of tenements				
		One room	two room	three room	Larger tenements	Total
Textile	5,941	12,577	4,133	488	182	17,380
Engineering	2,338	1,872	1,214	387	129	3,602
Metals	35	46	3	2	..	51
Food, drink & tobacco ..	15	17	4	..	..	21
Chemicals	3,538	3,668	354	117	201	4,340
Paper and Printing ..	221	457	406	104	204	1,171
Wood working and furniture making.	140	62	28	50	..	140
Stone, bricks & glass ..	522	483	188	68	32	771
Miscellaneous ..	1,899	3,552	627	32	104	4,315
Total ..	14,649	22,734	6,957	1,248	852	31,791
Percentage to total ..		71·51	21·88	3·93	2·68	100·00

Madhya Pradesh

The Government of Madhya Pradesh have set up the Madhya Pradesh Housing Board to promote industrial housing in the State. A loan of Rs. 20 lakhs was obtained from the Government of India for its housing scheme for the various industrial centres in the State. The Board contemplates construction of about 1,000 houses for industrial workers in the State within the next two years. The type design of the houses has been approved. The Board has acquired a plot measuring 12½ acres at Nagpur on which the construction of houses under the scheme will be started shortly. Building plots have also been arranged at Achalpur, Pulgaon and Jabalpur where housing schemes are being undertaken in co-operation with the employers. Arrangements are also being made to provide housing to the workers of the Government Printing Press, Nagpur.

The employers in the State have provided about 12,000 houses for industrial workers, excluding mines labour. About 6,500 of these houses have been provided by Government for the workers in ordnance factories and the Telegraph and Railway Workshops at Jabalpur and Nagpur. The remaining houses have been constructed mainly by the textile and

cement industries and potteries. About 8,000 of these houses have two or more rooms with verandah, kitchen and courtyard. The rest are one room and two room tenements. About 80 per cent. of the houses are rented out at nominal rents and some employers provide free housing. Full rent is charged only for less than 10 per cent. of the houses. The studies made by the Provincial Labour Welfare Enquiry Committee and the Housing Sub-Committee of the State Labour Advisory Committee have revealed that about 50,000 factory workers live in over-crowded houses and are in need of better housing.

Madras

The Government of Madras have not so far taken action in regard to industrial housing in the State. The Corporation of Madras which employs about 10,000 workers has constructed 2,000 tenements and let them out to labourers at nominal rents varying from 8 annas to Rs. 4-8-0 per month. It has also constructed about 200 plinths on which labourers are permitted to erect their own huts according to certain standards fixed by the Corporation and are charged only a nominal ground rent. The Corporation has also under contemplation a proposal for the acquisition of 1,000 acres of land in the extended areas for the construction of houses for their workers. It is also proposed to constitute a Housing Board for the city.

Orissa

A loan of Rs. 10 lakhs was obtained by the Government of Orissa under the Government of India's Scheme of Industrial Housing. This was granted to the industrialists as loan and they have constructed 160 two-roomed quarters. With a further loan of Rs. 10 lakhs obtained in 1951-52 another 160 quarters are under construction. As a post-war measure the Government of Orissa sanctioned 8 lakhs of rupees to 8 municipalities in the State to construct sweepers' quarters of a type design and these have been constructed by most municipalities. From a recent enquiry into industrial housing it was seen that 1,263 houses accommodating 3,223 factory workers have been built by the employers after 1947. The majority of factory workers in Orissa, however, are drawn from the villages for short periods and almost all of them leave their families in their native villages. While they are employed in the factory they live in barracks or huts provided by the factory owners or in rented houses.

Punjab

The Government of the Punjab have constructed about 1,000 residential quarters for the workers employed at the Central Workshop, Amritsar, the Nangal Bhakra Project, for refugee workers rehabilitated at Nilokheri and Faridabad, etc. According to the available information the factory owners in the State have constructed 4,063 houses for their workers. The houses for unskilled workers are generally one room tenements and those for skilled workers have two rooms. Very often more than one worker live in a house.

UTTAR PRADESH

The U. P. Government have constituted a Housing Board under the U. P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1951. The Board is making expeditious arrangements for starting construction work in all sugar factories of the State. The total number of one room and two room tenements to be constructed is about 2,500. A sum of about Rs. 39 lakhs has been allotted to the various sugar factories for construction of workers' quarters.

According to an estimate of housing accommodation available to workers in Kanpur, the major industrial centre in the State, by the Kanpur Development Board there are about 10,000 tolerably good workers' quarters in the various labour settlements built by the employers and the Development Board and another 5,000 families may be living in their own or tolerably good rented houses. The rest of the working classes live in ill-ventilated, unhygienic and dirty houses. The Development Board has several housing plans including a house-insurance plan for providing houses to the working classes. Under the house insurance plan a worker can take out a policy on paying one-third of the cost of the house. He has to pay premium for the remaining two thirds with interest thereon and the policy matures when the premiums have been paid or when the policy holder dies.

HYDERABAD

The question of industrial housing has been under the consideration of the Government of Hyderabad for a long time. The proposal for a short term programme of constructing about 2,000 houses is under way. The houses are proposed to be built in accordance with the specifications recommended by the Industrial Housing Sub-Committee of the Standing Labour Committee and are estimated to cost Rs. 3,400 each. The houses will be constructed in the following centres :

Murshidabad (Hyderabad City)	600	houses
Bren Gun Factory area, Hyderabad	200	,,
Warangal	300	,,
Aurangabad	200	,,
Gulberga	200	,,
Latur	150	,,
Nanded	200	,,
Jalna	150	,,
Total ..	2,000	,,

Large industrial concerns in the State provide housing to a portion of their employees. It has been stated that about 7·1 per cent. of the industrial workers in the State have been provided with housing. The number of houses provided, the rent charged and the proportion of workers housed by some of the important concerns are given in the following statement :

TABLE CXLVI

HOUSING PROVIDED BY EMPLOYERS IN HYDERABAD

Name of Concern	No. of houses provided	Rent charged	Proportion of workers housed (percentage)
1. Osmanshahi Mills ..	666 qrs. and 800 huts	Rs. 4 and 2 each p.m. Tin quarters and huts free	35 %
2. Azamjahi Mills ..	600	Rs. 6 to Rs. 12 p.m. ..	10 ,,
3. Aurangabad Mills ..	142	Between As. 10/- and Rs. 5/-.	20 ,,
4. Aurangabad Silk Mills ..	102	Rs. 2 p.m. ..	32 ,,
5. Praga Tools Corporation..	24	Rs. 6 and Rs. 6/8/- .. p.m.	9 ,,
6. Allwyn Metal Works ..	204 tenements	*Nil*	23 ,,
7. Nizam Sugar Factory ..	863	*Nil*	50 ,,
8. Associated Cement Co. ..	487	*Nil*	18 ,,
9. Hyderabad Chemical and Fertilizers.	119	*Nil*	51 ,,
10. Taj Glass Works ..	59	*Nil*	10 ,,
11. Kohinoor Glass Factory	32 quarters	*Nil*	*N.A.*
12. Deccan Flour Mills, Aurangabad.	23	Rs. 2 p.m.	*N.A.*
13. Sirpur Paper Mills ..	720 houses 1,800 huts	*Nil*	38 % in houses and 62% in huts.

N.A. Not available.

MADHYA BHARAT

The Government of Madhya Bharat have two housing schemes under consideration :—

(1) *Khajrani Scheme, Indore.*—Under this scheme 246·57 acres of land have been acquired and of these 125 acres have been developed. The millowners are now to take up the work of construction of tenements. The fund set up by the millowners for this purpose comes to about Rs. 40 lakhs.

(2) *Sukhlia Scheme, Indore.*—Under this scheme 300 acres of land have been acquired and 200 acres developed. The scheme is for the development of 1,900 plots each 30′ × 50′. Out of these 1,100 plots have been laid out. The proposal of the Labour Department which has been accepted as a part of the Five Year Plan of the Government of Madhya Bharat is that a sum of Rs. 500 be advanced to a worker free of

interest to which by adding an equal amount he could build a small house satisfying his requirements. The amount advanced would be repaid in easy instalments. For the first year a sum of Rs. 87,000 would be advanced as loan for the construction of 174 tenements and the number of tenements to be constructed progressively increased till a target of 1,300 tenements is reached in the fifth year.

MYSORE

The Government of Mysore have introduced legislation for constituting a Labour Housing Corporation which will be statutorily responsible for providing houses for labour all over the State. Two-thirds of the capital required will be provided by Government as a loan returnable over a period of 25 years. The balance will be found by a levy on various industries at 4 per cent. of their wage bill per annum. Houses are to be provided by the Corporation to the workers at an economic rent. Pending the setting up of the Corporation Government have entrusted the Bangalore City Improvement Trust Board with the responsibility of constructing these houses. A grant of Rs. 5 lakhs was made in 1951-52 and 60 blocks of 4 units each according to the plans and estimates approved by Government have been constructed. It is proposed to construct 70 such blocks during 1952-53.

Only very few employers have provided housing to their workers. In all only about 1,500 houses have been thus provided as against an estimated requirement of at least 50,000 houses. The workers generally live in one-room sub-standard tenements or hutments in squalid surroundings. Housing conditions in the Kolar Gold Field will be described in a subsequent section.

PEPSU

The Government of PEPSU propose to construct 50 quarters for industrial workers at Patiala under its Five Year Development Plan. Colonies of 25 quarters each is proposed to be built during 1951-52 and 1952-53. Under the Central Government Housing Scheme a separate proposal has been made for the building of small housing colonies at all important industrial towns. To start with, housing colonies will be built in the following centres :

Centre	Number of Houses
Phagwara	100
Patiala	50 (in addition to the 50 proposed under the Five Year Plan)
Kapurthala	50
Gobindgarh	50
Rajpura	25

A few large industrial concerns are providing quarters to their labour to the extent of about 70 per cent. of the total labour force employed.

Small scale industrial concerns do not provide any housing facilities. Available information regarding housing facilities provided by large concerns is given below :—

TABLE CXLVII

HOUSING PROVIDED BY INDUSTRIAL EMPLOYERS IN PEPSU

Name of concern	Number of houses provided			
	One room tenements	2 room tenements	Larger tenements	Total
Bhupendra Cement Works, Surajpur	*N.A.*	*N.A.*	*N.A.*	484
Patiala Starch & Chemicals, Rajpura	36	16	..	52
Patiala Biscuit Manufacturers, Rajpura.	87	46	13	146
Jagatjit Sugar Mills, Phagwara ..	80	17	15	112
Patiala Flour Mills, Patiala ..	11	1	2	14
Dalmia Dadri Cement Co., Dalmia Dadri.	82	..	12	94
Bhupendra Flour Mills, Bhatinda ..	20	47	22	89
Ramji Das Harbans Lal Sewing Machine Parts Manufacturers, Bassi Pathana.	18	..	..	18

RAJASTHAN

So far neither the Government nor any local body has done anything towards the construction of houses for industrial workers in the State. Excepting a few cotton mills and a cement factory most of the industrial concerns in the State are small and seasonal in nature, where the labour employed is drawn from the adjoining villages. However, some of the big concerns have provided housing to their employees. The number of houses provided was 4,025 and 125 houses were under construction during 1951. The houses consist mostly of one and two room tenements

SAURASHTRA

An enquiry into the housing conditions of industrial workers in the State is being conducted by an Industrial Housing Enquiry Committee. The Government have not provided any housing facilities for industrial workers. The total number of houses provided by the employers to the workers is 3,472. The industry-wise distribution of these quarters is as given on next page.

Industry	No. of quarters provided
Textile	1,091
Chemicals	139
Potteries and Glass	721
Vegetable	65
Salt	1,011
Cement	230
Silk	112
Match	103
Total	3,472

It is reported that while the existing housing facilities in the cement and potteries industries are satisfactory, those in the textile and salt industries are very unsatisfactory.

Travancore-Cochin

The Government of Travancore-Cochin have an Industrial Housing Scheme under which 50 per cent. of the cost or Rs. 750 per house, whichever is less, will be contributed by the Government as an interest free loan repayable in 25 years by instalments. The balance amount is to be advanced by the employer and the ownership of the house will vest in him when the contribution by Government is fully repaid. The houses are built according to a type design approved by Government and a house consists of two rooms, a kitchen and a verandah. The Government of India sanctioned a loan of Rs. 10 lakhs for the scheme. Under the Scheme 18 houses have been constructed at Punalur for the workers in the Paper Mills there and arrangements for construction of houses for workers at Perumbavoor, Alwaye, Trivandrum, Shencottah and Quilon are being made. A Housing Board consisting of 12 members has also been constituted by Government.

Ajmer

In Ajmer there are five large perennial factories, namely 3 textile mills at Beawar and a textile mill and a sugar factory at Bijainagar. There are also two Railway workshops. Most of the workers in these concerns reside in the nearby villages. The number of houses provided by the employers is as under :—

Centre	Number of houses		
	One room tenements	two room tenements	Total
Beawar	154	23	177
Bijainagar	64	6	70
Railway workshops	40	112	152
Total	258	141	399

COORG

According to the 1951 census the total population in Coorg was 2,29,255 and the total number of residential buildings 42,673. Plantations are the only important industry in Coorg and in it the workers are provided with housing. It is understood that since 1947, 1,452 quarters, according to approved specifications, have been constructed by the planters. Each quarter consists of a living room, kitchen and verandah with a minimum floor area of 210 sq. ft.

DELHI

The State Government have formulated a Five Year Plan of 1,400 quarters at an estimated cost of Rs. 56 lakhs. Some of the local authorities also intend to construct houses for their employees. The Delhi Electricity Board has completed 184 quarters which have been allotted to its employees. The Ministry of Rehabilitation has already constructed a large number of houses for displaced persons. The employers have so far built about 2,700 *pucca* quarters besides several temporary hutments. The rent charged is from Rs. 3 to Rs. 5 for one-room quarters and from Rs. 6 to Rs. 11 for two-room quarters.

VINDHYA PRADESH

The various industrial concerns in the State have provided 3,312 houses for their workers. Although the quarters are provided free of rent half the quarters remain unoccupied as the workers prefer to live in their own mud houses rather than accept limited accommodation. There is thus no problem of industrial housing in the State.

3. Housing of Labour in Major Industries

(*i*) FACTORY INDUSTRIES

In the cotton textiles industry in Bombay and Ahmedabad only a small proportion of the workers are provided with houses and these generally consist of single room tenements. In Delhi and Calcutta however, about 40 per cent. of the workers are provided with accommodation. In some of the other centres such as Gwalior, Nagpur, Kanpur, Madras, Madura and Bangalore the employers have provided housing colonies comprising of self-contained units for some of their workers. The proportion of workers housed in these colonies, however, is small compared to their total complements. The jute mills in and around Calcutta have provided houses to about a third of their employees but the accommodation generally consists of back-to-back barracks and the floor space available to a worker and his family is often less than 100 sq. ft. Some of the larger units in the woollen textile industry such as those at Kanpur and Dhariwal have built workers' colonies but the smaller units and the units in the silk textile industry do not generally provide houses for their employees.

As a rule the small units in the engineering industry do not provide housing accommodation to their workers. The Tata Iron and Steel Company have built 12,000 houses for their employees and have besides a number of houses under construction. Some of the dockyards in the country provide houses to a small proportion of the workers, generally 4 to 10 per cent. The Scindia Shipyard at Visakhapatnam houses about 25 per cent. of their workers in a special housing colony.

The cement factories in India provide houses to their employees on a much larger scale than other factory industries and the type of houses provided are also superior. The proportion of workers housed varies from 10 to 100 per cent. On an average about 37 per cent. of the workers have been provided with housing by the employers. In the sugar industry also the employers provide housing for about 30 to 50 per cent. of their labour force. In the factory industries such as paper, matches, chemicals, tanneries, etc., only the larger units provide housing and that too only to a small proportion of their labour force.*

Available information in regard to the housing facilities provided by employers in the factory industries is given below :—

TABLE CXLVIII

INDUSTRY WISE DISTRIBUTION OF FACTORY EMPLOYEES PROVIDED WITH HOUSING

Industry	Number of employees getting Rs. 200 or less	Number of employees housed	Percentage of employees housed
Cotton textile	6,64,972	65,000	9·8
Jute	3,18,538	1,27,400	40·0
Woollen textile	16,994	3,240	19·1
Iron and Steel	46,000	14,000	30·4
Cement	29,000†	9,230‡	31·8
Sugar	23,000	11,200	48·7
Paper	23,000	8,300	36·1
Matches	20,827	2,000	9·6

(ii) MINES

In the coal mines, housing accommodation provided by the mine owners should conform to the standards prescribed by the Mines Boards of Health where they exist. At present there are Mines Boards of Health

* For details please see previous section and also *Indian Labour Year Book*, 1949-50, pp. 274-79.

† Relates to 17 out of 19 units.

‡ Relates to 15 units.

for the Jharia, Raniganj and the Hazaribagh coalfields. The minimum accommodation prescribed by the Jharia and Hazaribagh mines Boards of Health is 50 sq. ft. floor area and 500 c. ft. of air space per each adult and by the Asansol Board (for Raniganj) 32 sq. ft. and 360 c. ft. Half the floor area and cubic space is prescribed for each child. The number of houses so far constructed by the colliery owners under the jurisdiction of the Jharia, Asansol and Hazaribagh Mines Boards of Health is 37,386 ; 16,110 ; and 1,442 respectively. The collieries in Hyderabad have constructed 6,899 units of accommodation. It is reported that there is overcrowding at most of the collieries.

The Coal Mines Welfare Fund has prescribed improved types of quarters for the workers and the Mines Boards of Health have recommended their adoption. The Coal Mines Labour Welfare Fund has also suggested to the Mines Boards of Health that the occupation of a house by more than one miner should not be allowed if he lives with his wife and children and that only such number of workers should be permitted to occupy a house as would ensure a floor space of 40 sq. feet and air space of 385 c. ft. for each adult and half the space for children, the kitchen, bath room, store room and verandah being excluded while calculating *per capita* accommodation. The Coal Mines Welfare Organisation has built a township consisting of 1,566 houses at Bhuli in the Jharia coalfield for the mine workers. Each house consists of two rooms 12′×10′, a kitchen, a bath room, front and back verandahs and a courtyard. Similarly at Bijoynagar 48 houses have been provided. At the State Railway Collieries of Bokaro, Kargali, Bhurkunda and Kurasia 184 houses have been constructed by the Fund and 355 are under construction.

In the other mining industries such as Mica and Manganese, housing conditions are generally unsatisfactory and little or no provision is made by the employers to provide housing for the workers. In the workers' housing colonies in the Kolar Gold Fields 12,436 houses have been provided, up to the end of December, 1950. The type and distribution of houses were as follows :—

TABLE CXLIX

WORKERS' HOUSING IN THE KOLAR GOLD FIELDS

Mine	Number of Houses			
	Tattie houses	Pre-fab houses	Masonry houses	Total
1	2	3	4	5
Mysore Mine	2,727	433	184	3,344
Champion Reef Mine	2,288	631	13	2,932
Ooregum Mine	2,256	230	93	2,579
Nundydroog Mine	1,813	1,246	266	3,325
K.G.F. Electricity Department ..	81	130	45	256
Total ..	9,165	2,670	601	12,436

(*iii*) PLANTATIONS

At the third session of the Industrial Committee on Plantations held in November, 1950 it was agreed that some relaxation in the standards recommended by the Industrial Housing Sub-Committee of the Standing Labour Committee should be allowed for houses constructed for plantation labour. A single roomed housing plan was accepted for South India and a two-roomed housing plan largely in accord with the recommendations of the Industrial Housing Sub-Committee was adopted for North India generally. It was also agreed that the employers in the plantation industry would construct houses for at least 8 per cent. of the labour population every year.

The number of houses built by different associations and in different States for plantation labour up to 30th September, 1951 so far as information is available is given in the following table :—

TABLE CL

NUMBER OF HOUSES PROVIDED FOR PLANTATION LABOUR

Planters' Association/State	Number of houses provided up to 30-9-1951
Indian Tea Association— Assam and West Bengal	2,92,413
Indian Tea Planters' Association—	
Assam	6,995
West Bengal	24,358
Assam Tea Planters' Association, Jalpaiguri	99
United Planters' Association of Southern India—	
Madras	22,864
Mysore	2,171
Travancore-Cochin	18,216
Coorg	1,877
Bihar	1,531
Orissa	40
Uttar Pradesh	108
Himachal Pradesh	3

From the results of an *ad hoc* enquiry conducted by the Labour Bureau during May-June, 1951 it was seen that in 34 estates comprising

an area of 24,189 acres under tea, 12,869 houses were provided for the workers of which 680 or 5·3 per cent. were *pucca*, 3,248 or 25·2 per cent. semi-*pucca* and 8,941 or 69·5 per cent. were *kutcha*. The average number of persons per house was 5·06 of whom 2·68 were workers. Of the total of 45,128 houses provided by the estates in South India in the membership of the United Planters' Association, 12,219 houses are stated to be at least equal to the minimum standards, 8,448 require minor and 16,591 major alterations to conform to the standards and 7,870 are not capable of being adapted to the minimum standards except by rebuilding.

(iv) Railways

On the 31st March, 1951 there were 2,74,530 units of residential quarters for the use of Class III and Class IV employees of the Indian Government Railways. The policy of the Railway Board is progressively to provide quarters for an increasing number of staff preference being given in the first instance to staff whose stay near their work is considered essential or important and secondly at places where private enterprise does not meet the demand for houses. In the previous issue of the Year Book it was stated that during the year 1949-50, 9,078 quarters of the types 'A' and 'B' recommended by the Mitra Committee were constructed. During the year 1950-51 a total of 8,969 quarters of various types were constructed on all Indian Railways and for the Chittaranjan Locomotive Works. The following table shows the number of quarters constructed on the major Railways and for the Chittaranjan work shop.

TABLE CLI

NUMBER AND TYPES OF QUARTERS BUILT FOR RAILWAY EMPLOYEES

Railway	Number of quarters				
	'A' type	'B' type	'C' type	'D' type	Total
Assam	906	178	10	7	1,101
B. B. & C. I... ..	607	10	..	..	617
B.N.	60	33	..	..	93
E. I.	726	140	9	4	879
E. P.	560	10	..	..	570
G. I. P.	571	..	..	..	571
M. & S. M.	381	66	..	..	447
O. T.	1,121	..	..	..	1,121
S. I.	47	..	..	..	47
Chittaranjan workshop	1,887	410	244	63	2,604
Total ..	6,866	847	263	74	8,050

(v) PORTS

The Bombay Port has provided 2,126 quarters for the workers of which 1,802 are *pucca* built. The quarters are provided in several labour settlements of which those at Antop village and at Wadi Bunder are the largest. The Antop village labour colony consists of 571 cottages and at Wadi Bunder 687 tenements have been provided in *chawls*. Class IV and certain other low-paid employees are not charged any rent ; in the case of others Rs. 3 to Rs. 7-8-0 or 10 per cent. of their basic pay, whichever is less, is charged per month. The Calcutta Port provides housing to about 50 per cent. of its employees ; no rent is charged from Class IV staff. The Madras Port does not provide any housing while in Cochin only some essential service personnel have been provided with quarters. The Visakhapatnam Port provides quarters for about 10 per cent. of the staff.

(vi) MUNICIPALITIES

As far as information is available, municipalities in India provide housing accommodation to only a portion of their workers, mainly the conservancy staff. Those workers who are not provided with houses are generally given house rent allowance varying from Rs. 2 to Rs. 10 per month although this is not a general practice. While in some cases the quarters are provided free of rent in others a rent of Rs. 2 to Rs. 10 is charged from the workers. Among the principal municipalities, the Bombay Municipality has provided housing to about 50 per cent. of its conservancy staff ; the Madras Municipality has provided houses to about 20 per cent. of its workers besides giving to several workers sites at nominal rent for the construction of their own houses ; the Delhi Municipality has allotted rent free quarters for about 10 per cent. of the workers ; the New Delhi Municipality to about 46 per cent. ; the Simla Municipality to 36 per cent. of sweepers ; the Kanpur and Patna Municipalities to about 33 per cent. and the Calcutta Municipality to 36 per cent. of its workers.

(vii) SEAMEN

The Indian Sailors' Home in Bombay can accommodate 500 men. The New India Seamen's Hostel opened in June, 1950 can accommodate another 500 men. In Calcutta, a small hostel providing accommodation for about 50 seamen is being run by the Merchant Seamen's Amenities Fund Committee. A new Seamen's Hostel at Behala with accommodation for 800 seamen is nearing completion. In Madras a small hostel with sleeping accommodation for about 50 to 60 seamen is being run in a hired building by the local Seamen's Welfare Committee.

4. Housing Schemes of Workers' Organisations

The Textile Labour Association, Ahmedabad has encouraged the formation of co-operative housing societies and as a result of the efforts of the Association 12 co-operative housing societies with a total membership of 534 and a total share capital of Rs. 1,54,000 have come into existence so far.

CHAPTER IX

LABOUR WELFARE

1. Welfar.

The term labour welfare, as stated by the Royal Commission on Labour in India, bears a somewhat different interpretation in different countries according to the different social customs, the degree of industrialisation and the educational development of the worker.* According to a recent report of the I. L. O., workers' welfare should be understood as meaning such services, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale.† A Resolution adopted by the International Labour Conference (30th Session, June, 1947) enumerates some of these services and amenities. These include : adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and the accommodation of workers who are employed at a distance from their homes.

Welfare Activities Undertaken by the Government of India

It was only during the last war that the Government of India started taking active interest in the promotion of labour welfare schemes. To maintain the morale of the workers engaged on war production as well as to increase their efficiency with a view to increasing output, Government launched various schemes of welfare in their ordnance, ammunition and other factories engaged in war production. These activities have not only been continued after the cessation of the war but have been extended to other undertakings of Government and even to some private undertakings.

Labour Welfare Funds

Details regarding the constitution of Labour Welfare Funds in industrial undertakings of Government were given in the Indian Labour Year Book, 1947-48‡. There are now 221 Central undertakings operating labour welfare funds. These undertakings are under the administrative control of the following Ministries :—

Name of Ministry	Number of undertakings having welfare funds
Defence	193
Finance	4
Works, Production and Supply	6
Communications	8
Health	4
Food and Agriculture	6
Total	221

* Report of the Royal Commission on Labour in India, p. 261.

† Report II of the I.L.O., Asian Regional Conference, p. 3.

‡ Page 189, See also *Indian Labour Year Book*, 1948-49, pp. 228-29 ; and 1949-50, p. 283.

About 7 lakhs of rupees have accumulated in the funds which benefit about 1,20,000 workers. The most popular items of welfare regularly financed from the fund are indoor and outdoor games, reading rooms and libraries, radio, educational facilities and provision of entertainment. Grants are also being made to maternity centres, clubs, schools and social service centres run by other institutions or by workers' organisations.

WELFARE TRUST FUNDS

Details regarding the proposal for setting up Welfare Trust Funds in private undertakings were given in the 1947-48 issue of the Year Book.* In the discussions on the subject at the Labour Ministers' Conference and the meetings of the Standing Labour Committee it was generally agreed that failing persuasion for voluntary action, employers should be compelled by legislation to set up Welfare Trust Funds. The draft for a Bill on the subject was drawn up. This was discussed at the 11th Session of the Indian Labour Conference held in August, 1951. The workers' representatives and the large majority of State Governments were in favour of a compulsory scheme ; but the employers' representatives, while convinced of the desirability of having welfare funds, preferred voluntary action in the matter.

Activities of the State Governments

BIHAR

The State Government have set up three labour welfare centres at Katihar, Dalmianagar and Jamshedpur each under the charge of a Labour Welfare Officer. A Lady Welfare Officer has also been appointed. These centres provide recreation and educational facilities to the workers. Sewing Inspectresses have been appointed for the Katihar and Jamshedpur centres while the appointment of one at Dalmianagar is under consideration.

BOMBAY

The office of the Deputy Commissioner of Labour (Welfare) is in charge of labour welfare activities undertaken by the Government. At present the office conducts 53 labour welfare centres in different parts of the State. These centres are of four types and are located as shown below :—

Location	Number of centres				
	'A' type	'B' type	'C' type	'D' type	Total
Bombay	3	..	13	2	18
Thana	..	..	1	..	1
Ambernath	..	..	1	..	1
Poona	..	1	..	..	1

* P. 189.

contd.,

Location	Numbers of centres				
	'A' type	'B' type	'C' type	'D' type	Total
Ahmedabad	1	..	8	..	9
Nadiad	..	1	..	..	1
Viramgaum	..	1	..	..	1
Broach	..	1	..	..	1
Surat	..	1	..	..	1
Sholapur	1	..	8	..	9
Barsi	..	1	..	..	1
Jalgaon	..	1	1	..	2
Chalisgaon	..	..	1	..	1
Amalner	..	..	1	..	1
Dhulia	..	1	1	..	2
Hubli	..	1	1	..	2
Gadag	..	1	..	..	1
Total ..	5	10	36	2	53

The 'A' type centres are housed in Government owned premises the main block of which consists of a large hall with a stage at one end and a gallery at the other. An extensive playground is attached to each centre. The 'B' type centres are in hired premises and offer all the amenities of an 'A' type centre on a smaller scale. The 'C' type centres are also conducted in hired premises. Usually these centres do not provide facilities for outdoor games. 'D' type centres provide facilities for outdoor games only.

Medical Facilities

At the Delisle Road 'A' type Centre in Bombay an Ayurvedic and Nature Cure dispensary has been established and Homeopathic and Biochemic dispensaries started at the Naigaum 'A' type centre in Bombay and the 'A' type centre at Ahmedabad. An Allopathic dispensary is attached to the 'A' type centre in Sholapur where, besides, part-time dispensaries are functioning in some of the 'C' type centres.

Créche

The 'A' type centre and one 'C' type centre at Sholapur have a créche attached to each of them in which babies of women workers are looked after and fed.

Educational Facilities

Classes are conducted at the various centres for the education of the workers. Nursery schools are conducted at all the 'A' type centres and one 'C' type centre at Sholapur. All the 'A' and 'C' type centres are provided with well-equipped libraries and reading rooms. Circulating library posts, each having 50 to 100 books, are also maintained at different places. Exhibitions are organised annually at all the centres, in order to acquaint the workers with matters of interest to them.

Facilities for Sport and Recreation

All centres having playgrounds attached to them provide games like foot-ball, hockey, volley-ball, basket-ball, etc., and inter-centre matches and tournaments are frequently organised. Indoor games such as carrom, ping-pong, chess, etc., are provided in the centres and have proved very popular. At a number of centres facilities for gymnasium activities including wrestling pits are provided. Near each gymnasium block shower-baths, separately for men and women, are also provided. For the benefit of the workers' children, playgrounds equipped with swings, seasaws, merry-go-rounds, etc., have been established at all the 'A' type centres in the State and a 'C' type centre in Bombay.

Cinema shows are organised occasionally at the centres and in centres conducted in electrified premises radios are provided while in others gramophones with records are provided. Dramas, concerts and variety entertainment programmes are also frequently organised. Music classes are conducted and excursions and outings arranged by several centres.

Special Activities for Women

Lady welfare workers conduct sewing and embroidery classes at the centres. Special *Charka* classes, literacy classes, entertainment programmes excursions etc., are also organised for the benefit of women workers.

A school for the training of labour welfare workers has been established at Bombay.

MADHYA PRADESH

A scheme of labour welfare for inclusion in the Five Year Plan of the Government of Madhya Pradesh is under consideration. It is proposed under this scheme to open 3 'A' type, 8 'B' type and a number of 'C' type welfare centres in the industrial areas to provide libraries and reading rooms and recreational facilities to the workers. The welfare centres will be financed by the employers but supervised by Government. One welfare centre has already been opened at Achalpur in the Vidarbha Mills and another is being opened at Burhanpur in the Tapti mills.

UTTAR PRADESH

The Labour Department of the Government of U. P. has a separate labour welfare section at Kanpur to organise and co-ordinate labour

welfare work in the industrial areas of the State. It has organised 33 labour welfare centres in the important industrial towns in the State and established a Tuberculosis Clinic at Kanpur for the benefit of the workers. The welfare centres are of three types, Class 'A', Class 'B' and Class 'C'. The distribution of these centres is as detailed below :—

Town	Total No. of centres	Class 'A' centres	Class 'B' centres	Class 'C' centres
Kanpur	13	7	5	1
Lucknow	3	1	2	..
Bareilly..	2	..	1	1
Moradabad	1	1	..	..
Saharanpur	2	1	..	1
Ghaziabad	1	..	1	..
Banaras	1	1	..	..
Mirzapur	1	..	1	..
Agra	1	1	..	..
Firozabad	2	..	1	1
Aligarh	2	..	1	1
Hathras	2	..	1	1
Allahabad	1	..	1	..
Roorkee	1	..	..	1
Total ..	33	12	14	7

The activities of Class 'A' and Class 'B' centres are almost similar. Class 'A' centres have allopathic and Class 'B' centres homeopathic dispensaries. Both classes of centres provide the following facilities : reading rooms and libraries ; facilities for indoor and outdoor games and other means of entertainment like radio, harmonium, *tabla* and *dholak* ; sewing classes for women ; and arrangements for child and maternity welfare. Some of the Class 'A' and Class 'B' centres provide gymnasium and wrestling *akharas*. Class 'C' centres generally provide only reading rooms and libraries and facilities for indoor and outdoor games and other forms of recreation. During the year, however, Ayurvedic dispensaries were started in six Class 'C' centres.

Two seasonal centres opened last year at Khatauli and Padrauna for the benefit of workers employed in the sugar industry were provided this year also.

A brief description of the nature and extent of welfare activities conducted at the centres is given below :—

Medical aid.—There are in all 29 dispensaries attached to the labour welfare centres. Nine of these are Allopathic, 14 Homeopathic, 5 Ayurvedic and 1 Unani. Total attendance at these dispensaries during the year 1950-51 was 11,55,740.

Women's and children's welfare.—In Class 'A' and 'B' centres the workers' children are given baths in the mornings by nurses and *dais* attached to the centres. They also examine ante-natal cases coming to the centres. The nurses visit the workers' quarters to attend delivery cases and to advise on pre-natal and post-natal care, as also the upbringing and care of children. Over 69,000 seers of milk was distributed free of cost to 9,017 persons in 1950. During 1950, 144,512 women attended the welfare centres for medical examination and advice. Twenty sewing and industrial classes are being run at Class 'A' and 'B' centres under trained instructoresses to teach tailoring, lace making, knitting and embroidery to working class women. A sewing machine has been supplied to each centre. During the 1950, 3,917 trainees were on the roll and the average daily attendance at the training classes was 560.

Recreation.—Music programmes are arranged every month at each centre. Free cinema shows are arranged at each centre in Kanpur and some out-station centres. During the year four dramatic performances were also arranged at various centres in Kanpur. Thirty four radio sets have been installed at different centres.

Physical culture.—Each centre is fully equipped with various indoor and outdoor games material. At 10 centres wrestling *akharas* are also provided. Annual tournaments and sports are held at Kanpur in which teams from all centres participate.

Education facilities.—Reading rooms and libraries are provided at each centre. Newspapers are read out to illiterate workers by organisers. Adult literacy classes have been started at 10 centres and the number of adults students on the rolls in all schools was 4,152 in 1950 and the average daily attendance 3,112.

Scouting is one of the important activities of the Labour Welfare Centres in Kanpur where there are about 750 scouts. They have been provided with complete uniforms.

The annual budgeted expenditure of Government under the various schemes of labour welfare was Rs. 5,82,000 in 1949-50 and Rs. 6,07,903 in 1950-51.

WEST BENGAL

The Labour Directorate of the Government of West Bengal has established 19 labour welfare centres at the following places :—

Howrah District	Howrah
Hooghly District	Seramporo Telinipara
24 Parganas District	Dum Dum Sodeporo Kankinara Budge Budge Naihati Barrackpore Bongaon
Calcutta District	Alipore Matiaburz Kidderpore Baliaghata
Jalpaiguri and Darjeeling Districts	Sonada Ging Kurseong Mirik Mujnai

Educational and recreational facilities for the working classes form the main services rendered in these welfare centres. Elementary classes for the workers' children, literacy classes for adults, reading rooms and libraries, lectures, cinemas, radio and excursions to places of interest are among the educational facilities provided. Indoor and outdoor games, matches and tournaments, dramatics, variety entertainments, *bhajans*, etc., are provided for the workers' entertainment and recreation. The centres at Howrah, Dum Dum, Sodepur, Naihati, Alipore and Kidderpore provide a dispensary for the benefit of the workers and their families. A scheme for providing a medical unit for all centres is under consideration. Itinerary lady social workers have been appointed in the labour welfare centres in the Darjeeling district to help, advise and guide women workers in the plantations.

HYDERABAD

In addition to the two labour welfare centres at Kothagodium another centre was opened at Azamabad. Besides indoor and outdoor games, adult literacy classes are also held at the centres. Arrangements for starting another welfare centre at Sanatnagar are under way. Classes for the training of trade union workers were started in October, 1950. The subjects for training include labour legislation, the International Labour Organisation, elementary principles of economics, co-operation, civics, industrial relations and the Indian Constitution. The first batch of trainees consisted of 31 persons of whom 26 appeared for an examination and 19 came out successful.

MADHYA BHARAT

In addition to the labour welfare centres started at Indore through the agency of the Indore Mill Mazdoor Sangh which is given an annual grant of Rs. 12,000 for the purpose, a centre on similar lines will be started

at Gwalior. Government has also given on long lease at a very nominal rent a piece of land to the workers' union at Ratlam for the purpose of starting a welfare centre. It is also proposed to give similar help to the union at Ujjain. As a part of the Five Year Plan it is proposed to open two maternity and child welfare centres, in the first instance, at Indore. The Plan envisages the opening of similar centres at Ratlam, Gwalior and Ujjain.

Mysore

The Government of Mysore maintain two labour welfare centres in the working class area of Bangalore City. The amenities provided at these centres include reading rooms, library, indoor games and gymnasium.

Pepsu

A scheme for the opening of a labour welfare centre at Phagwara on the lines of the 'C' type welfare centres of the Bombay Government is under consideration.

Saurashtra

The Government of Saurashtra have sanctioned the opening of 11 specially equipped 'C' type and 11 'D' type labour welfare centres at important industrial centres of the State. Seventeen welfare centres as detailed below are already functioning :—

Location	Number of centres		
	'C' type	'D' type	Total
Rajkot	1	1	2
Morvi	1	1	2
Gondal	1	..	1
Wankaner	1	..	1
Porbandar	1	..	1
Jamnagar	1	1	2
Bhavnagar	1	1	2
Mahuva	1	..	1
Sihore	..	1	1
Botad	..	1	1
Than	..	1	1
Surendranagar	1	..	1
Dharangadhra	1	..	1
Total	10	7	17

TRAVANCORE-COCHIN

Three labour welfare centres, one each at Quilon and Alwaye which are important industrial centres in the State and the third at Champakulam, a major agricultural centre, have been opened by the State Labour Department. Reading rooms, adult education classes and facilities for games are provided at these centres.

Welfare Work by Employers

A brief account of the welfare activities undertaken by the employers in some of the major industrial undertakings in different centres is given in the following paragraphs :—

(i) FACTORY INDUSTRIES

Cotton Textiles

A somewhat detailed account of the welfare facilities provided by the cotton textile industry in the important centres was given in the previous issue of the Year Book.* Nearly all the cotton mills in the country have provided dispensaries under the charge of qualified doctors and some have provided well-equipped hospitals. Several mills have provided separate maternity homes or wards. Créches for the workers' children are provided by most mills although the standards vary considerably. Facilities for indoor and outdoor games, co-operative societies, schools for the education of workers and their children and provident fund or gratuity schemes exist in several mills. The facilities for labour welfare provided by the Empress Group of Mills, Nagpur, the Delhi Cloth and General Mills and the Birla Cotton Mills, Delhi, the Jiyajee Rao Cotton Mills, Gwalior, the Buckingham and Carnatic Mills, Madras, the Bangalore Woollen, Cotton and Silk Mills and the Madura Mills Company are well in advance of the rest and are specially noteworthy.

Jute Mill Industry

The only employers' organisation which has undertaken direct responsibility for organising welfare work for its member units is the Indian Jute Mills Association. It has organised five labour welfare centres situated at important centres of the industry in Calcutta. These centres provide both indoor and outdoor recreational facilities for workers Inter-mill volley-ball, badminton and foot-ball tournaments are regularly organised. Each centre has a wireless set and in some centres dramatic societies and music classes have been organised. The welfare centres are regularly supplied with newspapers and some centres have organised their own libraries. The Association maintains primary schools attached to each welfare centre. Special sewing and cooking classes are also conducted for the benefit of the girls. *Zenana* clubs for the benefit of the women workers have been started in two centres.

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* Please see *Indian Labour Year Book*, 1449-50, pp. 289-93.

Besides the activities undertaken by the Indian Jute Mills Association, the individual member mills are also devoting attention to the welfare of the workers. Nearly all the jute mills maintain dispensaries for the benefit of the workers. Four mills in Calcutta maintain hospitals and one mill has recently opened a maternity hospital. Thirteen mills have provided maternity clinics. Créches and canteens have been provided in some of the mills and the others have drawn up plans for their construction. About a third of the jute mills have provided facilities for workers' recreation and for the education of their children.

Woollen Textile Industry

In the woollen textile industry generally, while some of the larger units have undertaken organised welfare activities, the smaller ones have been content with providing the minimum required under the Factories Act. The New Egerton Woollen Mills, Dhariwal, the Kanpur Woollen Mills, the Raymond Woollen Mills and the Mahalakshmi Woollen Mills, Bombay maintain well-equipped dispensaries under the charge of qualified doctors. Only the larger units of the industry maintain créches. The large units and a few of the small ones maintain canteens supplying tea and light refreshments, and in some cases cooked meals, to their employees. Facilities for the education of the workers and their children are also provided only by the large mills. The Bangalore Woollen, Cotton and Silk Mills, the Kanpur Woollen Mills, the New Egerton Woollen Mills and the Raymond Mills provide facilities for workers' recreation. These consist of reading rooms and libraries, indoor and outdoor games, cinema shows, lectures, etc.

Engineering Industry

Most of the large units in the engineering industry, that is, those employing over 1,000 workers, maintain dispensaries for the treatment of their workers. Similarly only the large units run schools for the education of the workers' children although, in some cases, smaller units contribute financial aid to primary schools in their vicinity. The engineering firms do not generally employ women in large numbers but whenever they are so employed créches for the children are provided. The maintenance of industrial canteens is, however, more general and even the smaller units provide canteens for their workers. Facilities for workers' recreation are provided only in some of the large units. One special feature of the engineering industry is that most of the units employing over 100 workers have adopted provident fund schemes and the rest generally pay gratuity on termination of service.

Special mention should, however, be made of the welfare facilities provided by the Tata Iron and Steel Company at Jamshedpur. A 400 bed hospital, including a large maternity ward, provides free medical treatment to the employees and their families. It is also proposed to establish shortly a 50-bed Tuberculosis hospital. Six adequately staffed and equipped maternity clinics and child welfare centres have also been established. A number of rest houses are provided for women workers

and crèches scattered over the plant to take care of the babies while their mothers are at work. The company maintains 3 High Schools, 10 Middle Schools, 25 Primary Schools and a few night schools besides giving financial assistance to a number of other schools. About 25,000 children attend the Company's schools. Two large canteens run by the Company cater to about 21,000 persons a day and serve, besides tea and snacks, about 6,400 full meals a day. The welfare department arranges for games and tournaments of all kinds for which purpose large play grounds are maintained. Free film shows in the open are regularly held in different parts of the town and about 5,000 persons attend each show.

Dockyards

All dockyards except one maintain well-equipped dispensaries with qualified doctors to provide free medical aid to the workers. The Indian Naval Dockyard at Bombay maintains also a maternity clinic and a crèche. Facilities for the education of children are provided only in two dockyards, namely, the Indian Naval Dockyard and the Scindia Shipyard at Visakhapatnam. In the former a Kindergarten school and in the latter a primary school are maintained. Canteens are provided by most of the dockyards and co-operative societies exist in the Bombay Port Trust, the Mazgaon Dockyard and the Indian Naval Dockyard at Bombay and at the Visakhapatnam Port. Facilities for indoor and outdoor games are provided in 8 dockyards. All dockyards have instituted schemes of provident fund, gratuity or pension. The Indian Naval Dockyard has also organised a welfare centre.

Paper Mills

All the paper mills provide dispensaries for the free medical treatment of their employees although the standards vary. Some of these dispensaries are under the charge of full-time doctors while some have only part-time doctors. Most of the units maintain primary schools for the education of the workers' children and some maintain Middle Schools and High Schools. Canteens and facilities for recreation are also provided in several mills. Provident fund schemes have been instituted in some mills but generally admission is restricted to permanent employees or those in the higher wage groups.

Cement Industry

Most of the Cement factories have well-equipped dispensaries or hospitals under the charge of qualified medical men and the workers as well as their families are given free medical treatment. Quite a few have canteens supplying tea and snacks at cheap rates ; and nearly all have clubs which provide indoor and outdoor games, reading rooms, etc. Many of the factories run cheap grainshops. Educational facilities exist in all the centres. School buildings, furniture etc., are supplied by the managements and education is free. In a few cases, books, slates, etc., are also supplied free to the workers' children. All the units

employing more than 100 women workers have made provision for crèches. A few of these are housed in *pucca* buildings properly equipped with cradles, etc., and are staffed by trained nurses. In the units at Kymore and Madukkarai children attending the crèches are given milk etc., free of charge.

Sugar Industry

All except a few sugar factories maintain dispensaries under the charge of full-time or part-time doctors for the benefit of their workers. A few maintain hospitals. The majority of the factories provide facilities for the education of the workers' children but only a few have made arrangements for the education of adults. Most of the units have opened workers' clubs providing facilities for recreation such as indoor and outdoor games. Canteens, Co-operative Societies and grainshops are provided only in a few units.

(ii) MINES

The Coal and Mica Mines Labour Welfare Funds are now responsible for providing welfare facilities for workers in coal and mica mines. The activities of the respective funds are described in subsequent sections in this chapter. Even so, individual employers also provide certain welfare amenities. For instance it has been reported that 28 coal mines have provided recreation grounds and 167 have provided play-grounds for the workers; 279 mines have provided schools for children and 13 run adult education centres. In Madras 6 mica mines maintain play-grounds and 2 run schools for children.

In the Kolar Gold Field, in Mysore, welfare services have been in existence for many years now and the mines have been constantly improving and expanding these services. A comprehensive free health service, free maternity homes, organisation of educational and recreational facilities and distribution and subsidization of foodgrains are some of the main features of the welfare service. The expenditure incurred on these services, including cost of housing and sanitation provided for the workers amounted to Rs. 25,25,002 during the year 1950. The Kolar Gold Field Hospital provides 250 beds. It has two operation theatres, two X-ray plants, bacteriological and pathological laboratories, etc. Five maternity clinics with a total of 54 beds are being maintained by the company. During the year 1950, 2,482 of a total of 3,065 births in the mining area took place in the Mines' Maternity Homes. The average daily attendance in the canteens in the Mysore Mines was 1,435 workers. The company maintains a dairy at Ooregum which supplies pure pasteurised milk to the hospital and maternity homes. About 15,000 lbs. of milk was distributed free during the year. There are in the mining area 40 primary schools, 4 middle schools and 2 high schools, where, during 1950, 8,500 children were receiving instruction. Many of the schools are maintained and run by the company and most of the others are given financial grants. Thirteen night classes for adult workers are also run by the company. Eleven recreation clubs, each providing

radio, reading rooms and facilities for indoor and outdoor games, are maintained for the employees. Music played every evening through loudspeakers in the workers' colony, tournaments in outdoor and indoor games and occasional dramas are some of the other items of entertainment provided for the workers.

(iii) Plantations

All tea gardens in Assam and West Bengal maintain dispensaries under the charge of either qualified doctors or compounders for giving medical aid to the workers. Most of the large estates maintain a garden hospital. Certain groups of gardens jointly maintain Medical Associations with a Principal Medical Officer and a staff of qualified doctors. Some of these Associations run group hospitals which are more fully equipped than garden hospitals and to which serious cases are sent by gardens which are members of the Association. Compact groups of estates in South India owned by the same company have established group hospitals with maternity and isolation wards. Several of the large estates have also provided separate hospitals of their own and the rest maintain dispensaries under qualified doctors. The smaller tea estates and most of the coffee and rubber estates generally maintain only dispensaries under the charge of compounders. Although women are employed in large numbers on the plantations adequate arrangements for the care of children while the mothers are at work have not been made. In South India, however, most of the large estates set apart a room for the children or make some alternative arrangements for them to be looked after. Some estates also make arrangements for their feeding. Elementary schools for the education of workers' children are maintained by most of the large estates. In the large tea estates in Assam a playground is provided for the workers but only in very few estates they utilise it. In South India, only rarely are facilities for recreation provided for the workers.

Sickness benefit for a maximum period of 14 days in a year at the rate of 9½ annas per day, apart from the benefit of the usual food concessions, in North India and at the rate of 12 annas per day in South India is paid to the workers. Only in Assam and West Bengal is the payment of maternity benefit on statutory basis. But in South India also maternity benefit is paid to the women workers for a period of 8 weeks at the rate of 12 annas per day.

A scheme for the opening of five welfare centres in Assam for the training of women for welfare work in tea gardens has been drawn up by the Indian Tea Association and the sites for these centres have been chosen. The respective Tea Companies who have provided the sites in their estates will put up the necessary buildings consisting of quarters for two trained welfare workers, a school-house, weaving shed, kitchen etc. The centres will train women workers in housekeeping, rules of hygiene, sanitation, domestic economy, etc., and teach them to organise evening classes, clubs, dramatic performances, dances, folksongs, etc. A batch of ten welfare workers has already been trained at the Kasturbai

Gram Sevika Vidyalaya near Gauhati. They will now train women workers from the various tea estates at each centre in batches of fifteen at a time for six months.

(iv) Railways

The Railways maintain hospitals and dispensaries for the medical care of their employees. The following table shows the number and distribution of hospitals and dispensaries provided by Class I Railways during the year 1950-51 and the cost of medical and health services.

TABLE CLII

MEDICAL AND HEALTH SERVICES ON RAILWAYS, 1950-51

Railways	Number of hospitals, dispensaries, etc., provided.				Cost of medical and health services during the year	
	Hospitals	Beds	Dispensaries	X-ray equipment *	Total	Per head of staff
					Rs.	Rs.
Assam	8	204	42	2	26,00,000	66·65
B. N.	10	244	52	6	53,20,859	49·44
B.B. & C.I.	..	227	53†	9	17,27,402	27·50
E.I.	13	658	73	11	67,60,000	30·82
E.P.	9	202	14	2	18,96,483	38·30
G.I.P.	8	284	39	6	41,06,738	28·16
M. & S. M.	5	224	36	3	14,24,961	21·00
O.T.	3	185	20	3	17,25,000	32·30
S.I.	7	207	24	2	13,60,733	22·08
Total ..	63	2,435	353†	44	2,69,22,176	..

Arrangements for the reservation of a total number of 250 beds in tuberculosis hospitals and sanitoria for the treatment of tubercular cases among Railway staff have also been made.

There are at present 135 Railway Schools run by the Indian Railways. Proposals for expanding the present facilities so as to provide for the children of railway staff posted in remote localities where normal educational facilities are not available are under examination.

* Several of the Railway hospitals have, besides, electro-cardiogram and electro-medical and physiotherapy equipment.

† Includes hospitals also.

In March, 1951, there were 294 grainshops in the Indian Railways besides 64 mobile grainshops. These shops served in all 523,000 members of the staff of whom 240,000 were issued articles at concessional rates and the rest, having opted for full dearness allowance in cash, were issued articles at controlled rates. The number of canteens serving light refreshments and in some cases cooked meals to workers decreased from 69 to 66 and the average number of persons patronising these canteens also decreased from 63,000 per day to 61,000.

The compulsory savings and the voluntary provident fund schemes had a total membership of 789,000 during the year ending March, 1951 and their total contributions amounted to Rs. 1,15,41,000.

(v) Ports

All the major ports maintain dispensaries with qualified medical staff. Employees and their families are given medical treatment free of charge. The Calcutta port also maintains two hospitals with 110 beds in all. In Bombay a clinic for women and children is maintained where ante-natal and post-natal treatment is given. All ports except the Visakhapatnam port have provided canteens for their workers. Co-operative Societies exist in the ports of Madras, Visakhapatnam and Bombay while in Calcutta a Loan Fund for Class IV employees has been provided. The Bombay and Calcutta ports have provided primary schools for the education of the workers' children. In Bombay there is a night school for adults besides which the Bombay City Social Education Committee held 35 literacy classes for the port workers. A few scholarships are being granted every year by the Bombay, Madras and Cochin ports to the children of the employees. Facilities for workers' recreation are provided by all the major ports. The Bombay Port Trust has provided a play centre at Wadala quarters providing indoor and outdoor games for men and children. It also maintains two welfare centres one for men and children and the other for women and children.

(vi) Municipalities

Only some municipalities have taken special measures to provide for the welfare of the workers. Several municipalities maintain Co-operative Credit Societies. The Bombay Municipality has a wide network of welfare activities carried out under the supervision of a special welfare department. There are fifteen welfare centres providing for indoor and outdoor games, education facilities, film shows, etc., for the workers. A nursery school and also a maternity centre are maintained. Maternity Homes are also provided by the Corporations of Bangalore and Madras. The Madras Corporation runs a number of night schools for adult education in the labour areas. Poor children studying in Corporation Schools are given free midday meals. The

Calcutta Corporation also maintains night schools. The Hyderabad, Madras, Bombay and Delhi municipalities have provided crèches for the workers' children. Provident fund schemes exist in nearly all municipalities.

(vii) SEAMEN

The Bombay Port Trust makes an annual grant of Rs. 3,000 towards a prophylactic clinic in Alexandra docks which is run by the Bombay Social Hygiene Council. The Government of India are also running a clinic for seamen at Bombay and some beds have been reserved in the local hospitals for seamen. There is a seamen's clinic near the Shipping Office, Calcutta run by the Government of India and arrangements for hospital treatment similar to those in Bombay, also exist. A tea stall and a dry canteen for seamen have been opened in the shipping office in Calcutta. A cooked food canteen has also been started in the Indian Seamen's Hostel at Watgunge, Calcutta, under the control of the Merchant Seamen's Amenities Fund Committee. The Canteen for seamen opened by the Government of India in the Fort area in Bombay is now being run by the Indian Coffee Board. In the same premises the Maritime Union of India has started a laundry for seamen and they also propose to start a co-operative stores.

ACTIVITIES OF WORKERS' ORGANISATIONS

During the past several years the Textile Labour Association, Ahmedabad has been spending a large slice of their income in social betterment activities such as education, spread of literacy, physical culture, prevention and cure of disease, propaganda for prohibition, reading rooms and libraries and fulfilment of the cultural needs of the working classes. To establish contact with the working classes and to help and guide them in their efforts for ameliorating their living conditions, the city has been divided into 20 wards and each ward is placed under a social worker of the Association.

The Association conducts 11 cultural centres where talks by experts on health, education, cleanliness, personal hygiene, nutrition, etc., are frequently arranged and social education classes, entertainment programmes, children's activities, etc., are regularly organised. Four social centres known as *Vikas Mandirs* providing a meeting place for active trade union workers and those interested in cultural activities are also being conducted. Libraries, reading rooms and discussion groups are the main activities of these centres.

The Association conducts one Allopathic, one Homoeopathic and three Ayurvedic dispensaries and a maternity home for the benefit of the working classes. During the year 914 women availed of the facilities provided by the maternity home which has accommodation for 25 beds. The Allopathic dispensary treated a total of 98,384 old and new patients during the year ; and the Homeopathic dispensary treated 17,784 patients. The three Ayurvedic dispensaries treated 6,120, 15,768 and 10,800 patients respectively during the year. The Association also rendered assistance to 420 workers to get admission in the different hospitals of the city.

After the introduction of compulsory primary education in Ahmedabad the Association has restricted its educational activities to the areas outside the municipal limits and to areas where, owing to special difficulties, the Municipalities have not been able to start schools. At present the Association conducts 6 schools attended by 838 children. Of these, one is a girls' school, 2 nursery schools and the rest are mixed schools.

A Girls' Hostel accommodating about 30 boarders where girls are admitted at an early age on the undertaking by the parents that they will continue to stay there till marriageable age is being conducted by the Association. The girls study in various educational institutions in the city. In the hostel they learn spinning, sewing, knitting and embroidery. They also help in cooking and other domestic work.

With a view to helping school going children who are handicapped in finding a quiet corner in their homes for their study, two study homes have been started by the Association with accommodation for 80 students. Students stay in the study homes day and night but they take their meals in their respective homes. During the year scholarships amounting to Rs. 7,551 were awarded to 147 working class students studying in the secondary classes. Ten students were granted scholarships amounting to Rs. 3,405 for higher studies in colleges. The Association conducts 75 reading rooms and circulating library posts spread all over the working class areas of the city.

Nine Gymnasiums for the benefit of workers interested in physical exercises, sports and games are being conducted by the Association. The daily average attendance at these Gymnasiums is about 400.

The total working capital of the Co-operative Bank started by the Association in 1949 was Rs. 13,00,747 at the end of March 1951. The total number of share-holders was 24,000 and the total paid up capital was Rs. 4,08,100. Total investment by the workers in the bank amounted to Rs. 7,77,400.

The Association has made arrangements for legal aid in cases where the members are directly or indirectly involved in civil or criminal proceedings in courts of law as a result of their trade union work. There were 20 cases during the year in which the Association extended such aid. The Association also renders help to those involved in accidents, irrespective of whether they are members of the union or not, in securing proper compensation.

From June, 1950 the Association has been undertaking a family budget enquiry among the working classes in Ahmedabad with a view to ascertaining their standard of living and assessing the gap between their income and expenditure.

2. Social Education

The various State Governments spent nearly 80 lacs of rupees on Social Education in 1950-51. Nearly 7,00,000 adults were made literate in more than 25,000 classes in the country. More than 12,000 rural libraries received aid from Government.

Though all State Governments, with the exception of a few Centrally Administered Areas had their schemes of Social Education, the greater contribution to the progress of Social Education in India in 1950-51 was made by Bihar, Bombay, Madras, U.P., Madhya Pradesh and Mysore. Bihar, West Bengal and Madhya Pradesh pressed radio in the service of Social Education. Mobile cinemas were operated in Bihar, Bombay, Madras, Orissa, Punjab, U.P., West Bengal and Delhi. Bihar and West Bengal also aided indigenous recreational institutions to propagate Social Education. Madras, Mysore and Delhi had rural colleges. Madras had 10 colleges and the others one each. Bihar, U. P., Madhya Pradesh and Mysore also utilised student volunteers for Social Education work.

During this period Government of India helped the Adult Education Department of Jamia Milia to publish literature for adults with low literacy skills. Nearly 45 pamphlets were published. The Government of India also helped in establishing two projects in the Delhi State— The Janata College and Intensive Literacy Campaign.

TABLE CLIII

ADULT SCHOOLS AND CENTRES IN INDIA, 1949-50*

State	Number of regular Schools			Number of Literacy Classes			Number of Adults on Rolls				Number made literate during the year		Total expenditure
							In regular Schools		In Literacy Centres/Classes				
	For Men	For Women	Total	For Men	For Women	Total	Men	Women	Men	Women	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14
													Rs.
Assam ..	186	10	196	887	97	984	2,250	132	23,307	2,939	17,106	2,092	1,69,829
Bihar ..	57	..	57	1,397	13	1,410	2,354	6	62,014	275	30,914	161	2,77,403
Bombay ..	2	7	9	8,608	1,260	9,868	163	191	1,91,936	29,020	1,13,151	18,788	10,84,567
Madhya Pradesh.	3	..	3	19,554	4,910	24,464	223	3	4,23,202	1,21,762	2,32,646	83,717	32,49,705
Madras ..	..	..	..	839	7	846	..	..	22,265	548	8,345	206	1,82,702
Orissa ..	..	..	..	1,086	75	1,161	..	..	30,207	2,420	17,002	1,132	3,59,218
Punjab ..	8	..	8	138	29	167	185	..	8,630	2,294	7,761	1,888	1,93,759
U.P. ..	2,024	60	2,084	525	17	542	72,947	1,233	7,633	483	50,204	979	6,27,090
West Bengal.	190	1	191	591	35	626	5,395	76	19,840	765	11,018	215	1,87,186
Hyderabad	165	20	185	..	..	..	4,103	268	..	..	4,518	386	76,297
Jammu & Kashmir.	80	..	80	..	..	..	1,932	..	..	..	..	..	30,000

*Figures are provisional.

1	2	3	4	5	6	7	8	9	10	11	12	13	14
Madhya Bharat.	..	..	..	231	..	231	..	..	5,040	..	4,040	..	22,160
Mysore ..	..	..	..	3,534	259	3,793	..	..	74,342	2,617	32,103	2,072	4,87,130
PEPSU ..	..	..	..	..	..	..	Not available		..	..	..	...	..
Rajasthan	..	..	..	387	17	404	..	..	8,732	255	3,800	170	1,26,328
Saurashtra	..	..	..	91	2	93	..	..	2,411	73	1,730	38	15,511
Travancore-Cochin.	..	..	..	210	..	210	..	..	2,905	625	2,689	246	17,647
Ajmer ..	..	..	..	1	..	1	..	..	20	..	..	..	112
Bilaspur ..	1	..	1	..	..	..	37	..	..	..	..	..	722
Bhopal ..	..	..	..	..	..	..	..	..	..	..	..	..	..
Coorg ..	3	..	3	..	..	..	93	13	..	..	..	..	1,104
Delhi ..	98	2	100	116	4	120	..	..	1,788	172	2,188	72	2,64,894
Himachal Pradesh.	..	..	..	..	..	..	..	..	..	..	..	..	..
Kutch ..	11	..	11	25	..	25	237	..	400	..	637	..	1,731
Manipur ..	..	..	..	..	..	..	..	..	..	..	..	..	..
Tripura ..	2	..	2	..	..	..	24	11	..	..	..	..	630
Vindhya Pradesh.	..	..	..	..	..	..	..	..	..	..	..	..	..
Total	2,830	100	2,930	38,220	6,725	44,945	89,943	1,933	8,84,672	1,64,248	5,40,852	1,12,162	7,375,725

*Figures are provisional.

3. Coal Mines Labour Welfare Fund

The Coal Mines Labour Housing and General Welfare Fund was constituted under the Coal Mines Labour Welfare Fund Act, 1947.* The activities of the Fund, so far as housing for coal miners is concerned, have been described in the previous chapter.† The following were the welfare activities financed by the Fund during the period 1st April, 1950 to 31st March, 1951.

HOSPITAL AND MEDICAL FACILITIES

The Central Hospital at Dhanbad was nearing completion and sanction for the purchase of equipment, etc., costing Rs. 5,70,900 was given. The sanctioned staff for the hospital includes a Surgeon Superintendent, a Physician, an Eye, Ear, Nose and Throat Specialist, 10 medical officers, a matron, 5 sisters, 27 nurses and other technical, ministerial and class IV staff.‡ Steps are being taken for the construction of another Central Hospital near Asansol.

The four Regional Hospitals at Tisra and Katras in the Jharia coalfield and Chora and Searsole in the Raniganj coalfield have provision each for 18 beds, 12 for general cases and 6 for maternity cases. The out-patient department in these hospitals were started in 1948 and the in-patient department for general cases in January, 1950. The in-patient department of the maternity and child welfare centres started functioning from September, 1950. The total number of cases treated in these hospitals from 1st April, 1950 to 31st March, 1951 was 16,463 in-patients and 50,122 out-patients as shown below:

Hospital	Number of cases treated							
	In-patients				Out-patients			
	Men	Women	Children	Total	Men	Women	Children	Total
Katras ..	3,521	1,213	346	5,080	6,882	6,772	5,121	18,775
Tisra ..	1,119	781	474	3,374	4,831	6,117	2,936	13,884
Searsole	4,339	331	91	4,761	7,261	2,934	1,249	11,444
Chora ..	2,420	688	140	3,248	2,712	1,733	1,574	6,019
All hospitals	12,399	3,013	1,051	16,463	21,686	17,556	10,880	50,122

It is proposed to construct a 30-bedded hospital for the collieries in Vindhya Pradesh and a Regional Hospital with a maternity and child welfare centre at Bokaro on the same scale as the four Regional Hospitals now established. A dispensary was started at the Bhuli township in the Jharia coalfield and it is proposed to establish another dispensary at Mugma.

A scheme for the establishment of a Blood Bank at Asansol was sanctioned. The Bank will be located in the laboratory of the Asansol Mines Board of Health and will be shifted to the Central Hospital if it proves popular.

* For provisions of the Act, see Chapter II pp. 96-97.
† Page 295.
‡ The hospital has started functioning from December, 1951.

An ambulance van is being maintained at each of the four Regional hospitals in the Jharia and Raniganj, coalfields, and a fifth van is kept as a stand by. In the Madhya Pradesh coalfield three ambulances are maintained. A total of 1,100 patients were carried in ambulances during the year.

SANITATION

The Jharia and Asansol Mines Board of Health were paid Rs. 52,000 and Rs. 54,382 respectively for extended sanitary services at collieries in their jurisdiction.

ANTI-TUBERCULOSIS MEASURES

The T. B. specialist appointed by the Fund visited several collieries and the Regional hospitals and gave advice to the Medical Officers in regard to the treatment of suspected cases of T. B. A total of 463 cases were seen by the specialist. Sanction for the construction of 2 tuberculosis clinics, one in the Jharia and another in the Raniganj coalfield, was received and plans were under preparation.

ANTI-MALARIA OPERATIONS

The coalfield Anti-malaria scheme covers an area of about 435 square miles. Between June and October a total of 3,47,000 rooms in 586 collieries and 370 villages in and around the coalfields were sprayed with insecticides at 6 weekly intervals. Suppressive treatment with paludrine was administered in Jharia, Raniganj and the Hazaribagh coalfields to groups of labourers recruited from hyperendemic areas. The good results achieved by the anti-malaria operations financed by the fund may be seen from the following comparative figures of morbidity rates and spleen index.

TABLE CLIV

SPLEEN RATE AND MALARIA MORBIDITY IN COALFIELDS

Coalfield	Spleen rate (percent)		Morbidity rate (per 1,000 population)	
	1947	1949	1947	1949
Jharia	7·20	2·60	185·80	74·10
Raniganj	8·41	6·78	424·65	129·65
Hazaribagh	22·64	11·20	209·30	75·16
Margherita	11·10	3·40	560·41	101·70
Pench Valley	22·00 (in 1948)	11·50	301·50	116·31

PITHEAD BATHS AND CRÈCHES

The total number of pithead baths completed up to 31st March, 1951 was 65 and the number under construction 93; the number of crèches completed was 89 and the number under construction 104. The first batch of 36 trainees under the scheme for the training of crèche attendants has completed their training.

MOBILE CINEMA

Four mobile cinema units were maintained for the coalfields of Jharia, Raniganj, Talcher and Madhya Pradesh. About 300 free shows

were given during the year. A radio set was provided to each of 7 collieries in the Korea coalfield and 3 collieries in the Chanda coalfield.

MULTI-PURPOSE WELFARE CENTRES

Construction of Miners' welfare centres was taken up at Methani, Bokaro and Sitalpur collieries. These centres would provide the following facilities: (*a*) Women's welfare centres, (*b*) Adult education centres and (*c*) Recreational centres including children's parks. At Bhulanbararee a centre was constructed and started functioning. The centre caters for men, women and children. At the centre women are taught knitting, sewing and other handicrafts. Arrangements for indoor and outdoor games for the workers have been made and a play-ground for children provided. There is a canteen attached to the centre where tea and snacks are sold at cheap rates. Free cinema shows are also given regularly.

WOMEN'S WELFARE SECTION

Twenty-two women's welfare centres were functioning during the year. The normal activities of the centres include the training of women workers in handicrafts, talks on health and sanitation and current affairs, providing facilities for indoor and outdoor recreation to the women and children and the imparting of primary education to the miners' children. There were 376 women and 1,420 children on the rolls in these centres on 31st March, 1951. The average daily attendance at each centre was 11 women and 44 children. Free garments were issued to the children attending schools in these centres.

FINANCES OF THE FUND

The welfare cess continued to be levied at the rate of 6 annas per ton of coal and coke despatched by collieries and was apportioned between the housing account and the general welfare account in the ratio of 2 : 1. The following were the receipts and expenditure of the Fund from its inception.

TABLE CLV

RECEIPTS AND EXPENDITURE OF THE COAL MINES WELFARE FUND

Year	General Welfare Account		Housing Account	
	Receipts	Expenditure	Receipts	Expenditure
	Rs.	Rs.	Rs.	Rs.
1944-45	70,867	2,01,452	..	..
1945-46	58,29,343	2,25,284	..	..
1946-47	43,42,500	17,15,531	..	..
1947-48	50,70,964	40,00,000*	40,00,000*	..
		22,93,034	11,18,862	6,46,485
1948-49	63,05,351	41,07,528	16,73,673	18,52,417
1949-50	47,11,298	55,22,048	66,99,159	30,26,547
1950-51	52,10,720	37,01,282	79,71,273	11,80,394
Total ..	3,15,41,043	2,17,66,159	2,14,62,967	67,05,843
Opening balance on 1-4-1951	Rs. 97,74,884		Rs. 1,47,57,124.	

* *Ad hoc* transfer from General Welfare to Housing Account.

4. Mica Mines Labour Welfare Fund

A brief account of the labour welfare activities financed from the Mica Mines Labour Welfare Fund constituted under the Mica Mines Labour Welfare Fund Act, 1946 is given below. The Fund is administered by the Ministry of Labour in consultation with two Advisory Committees, one for Bihar and one for Madras.

Bihar

Sanction for the construction of a Central Hospital at Karma estimated to cost about Rs. 9 lakhs, and a dispensary at Dhab at a cost of about Rs. 85,000 was accorded. Pending the setting up of the Central Hospital, the reservation of 10 beds for mica miners at Kodarma hospital on payment of Rs. 13,000 per annum continued. The dispensary at Dhab, Dhorakola and Ganpatbaghi gained in popularity and there was considerable increase in the number of patients attending them. Two Mobile Medical Units were also functioning from Kodarma and Dhorakola. These Mobile Units visited mining centres on fixed days once a week and rendered medical aid to the miners. As a prophylactic measure against the incidence of malaria, paludrine tablets were distributed free to the workers. The T. B. specialist of the Coal Mines Labour Welfare Fund paid quarterly visits to the dispensaries at Dhorakola and Dhab for examining miners suspected to be suffering from lung troubles and for giving them advice. A scheme for opening a Maternity and Child Welfare Centre at an estimated cost of Rs. 1,660 non-recurring and an annual recurring cost of Rs. 3,150 was sanctioned. On account of non-availability of suitable accommodation, the implementation of the scheme was delayed but it is expected that the centre will start very soon at Dhab. A sum of Rs. 49,000 was sanctioned in August 1951 for anti-malaria measures in the mica fields of Bihar.

A scheme to provide technical education to miners' children by giving them stipends at the workshop of Messrs. Chrestien Mica Industries Ltd. at a cost of Rs. 3,500 was sanctioned and 8 candidates were selected for the award of stipends.

A scheme for starting a multi-purpose welfare centre with a view to providing educational and recreational facilities for miners and their children and giving training to women in sewing, knitting and other handicrafts was sanctioned. The estimated cost of the scheme is Rs. 1,56,816 non-recurring and Rs. 42,980 per year recurring. Pending construction of the necessary buildings, the women's welfare section of the scheme was started in a hired building.

The mobile shop and the mobile cinema continued to function during the year and the former visited 425 mines and the latter gave 119 shows during the year.

Madras

The three dispensaries at Kalichedu, Talupur and Sydapuram worked under considerable handicaps. For over six months during the year all the three dispensaries were attended to by a single doctor. The

ambulance van and the mobile dispensary, however, organised periodical visits to the mines. During the early part of 1951, there was an outbreak of cholera in the mining areas which was effectively brought under control by inoculating as many as 4,000 labourers within a week. The Fund supplied two iron cots to the Government hospital at Nellore and these were reserved for mica miners. A grant of Rs. 15,000 was sanctioned to the Madras State Welfare Fund for the construction of a special ward of 8 beds for the exclusive use of mica mine labourers in the proposed T.B. Sanitorium. Sanction has also been accorded for the construction of a base hospital at Kalichedu, a dispensary at Sydapuram and a Maternity Centre at Utukur. The four Maternity Centres at Sydapuram, Utukur, Kalichedu and Talupur continued to function during the year. The incidence of malaria has greatly decreased due to anti-malaria operations started in the mining areas at a cost of Rs. 15,000.

Five elementary schools are now functioning at Kalichedu, Talupur, Palamani, Jogipalli and Tellabodu. The average strength of the schools during the year was 126, 135, 36, 42 and 36 respectively. Adult education classes were conducted at Talupur and Kalichedu.

Cinema shows were given at six important centres during the year The five radio sets installed at Talupur, Kalichedu, Turimerla, Pallimitta and Utukur worked satisfactorily. The annual *Chedugudu* tournament was held at Talupur. At three centres during the year dramas were staged for the entertainment of the mica miners.

Of the three wells sanctioned last year, one was completed and the remaining are nearing completion. A scheme for starting a provision store at an expenditure of Rs. 5,000 non-recurring and Rs. 1,000 per year recurring has been sanctioned.

FINANCES OF THE FUND

The statement of accounts of the fund for 1950-51 and the estimates of receipts and expenditure for 1951-52 are given in the following table :—

TABLE CLVI

INCOME AND EXPENDITURE OF THE MICA MINES WELFARE FUND

Year	Receipts	Rs. A. P.	Expenditure	Rs. A. P.
1950-51	Opening balance	42,07,178 5 4	In Bihar ..	1,11,857 8 0
	Receipts during the year.	20,63,304 3 6	In Madras ..	77,714 14 2
			Closing balance	60,80,910 2 8
	Total ..	62,70,482 8 10		62,70,482 8 10
1951-52	Estimated receipts	15,00,000 0 0	Estimated expenditure :—	
			in Bihar ..	13,39,310 0 0
			in Madras ..	4,02,623 0 0

CHAPTER X

AGRICULTURAL LABOUR

According to the 1951 Census, agriculture is the main source of livelihood of 249,122,449 persons or about 70 per cent. of the population. The term 'agricultural workers'* is not easy to define because it refers to all those who are employed in agriculture in return for wages in cash and/or in kind. Such persons may or may not own land. Although figures of agricultural labourers according to the census are not yet available, the following figures will be of interest :

	Males	Females
Cultivators of land wholly or mainly owned and their dependants.	85,115,449	82,231,052
Cultivators of land wholly or mainly unowned and their dependants.	16,256,195	15,383,524
Cultivating labourers and their dependants	22,395,852	22,416,076
Non-cultivating owners of land, agricultural rent receivers and their dependants.	2,438,190	2,886,111

According to the Ministry of Agriculture, the total strength of agricultural workers in the Indian Union was 34 million in 1948.

Employment in agriculture is mostly seasonal and intermittent in character. The workers cannot be classified according to the degree of skill and the only basis of classification can be the duration of employment. Agricultural workers may be employed permanently, on a part time basis, for a season, or casually according to the exigencies of work. The duration of employment varies with the nature of the crop and the system of cultivation.

Hours of Work

Hours of work are not regulated by legislation. The working hours are generally from sunrise to sunset although for certain operations, such as ploughing, irrigating and harvesting, the hours may be different. Ploughmen work either at a stretch with a rest interval or work in two shifts, one in the morning and one in the evening, with a break of four to six hours. Some operations like winnowing are performed at night or at other times when wind is blowing. It is usual to employ women and children for lesser number of hours. Workers are employed in lift irrigation in shifts of one or two hours at a time. It is usual to employ two sets of workers for this work, one for lifting the water and other for canalising it through the channels to the fields. The attached agricultural labourers generally work for longer hours than the casual workers.

* The term agricultural workers includes all those who work in the fields for wages.

Agrarian Legislation

Recently considerable legislation has been enacted with a view to improving the conditions of the peasantry. The important measures are briefly summarised below.

ASSAM

In Assam the Assam State Acquisition of Zamindaris Act was passed in 1951. Under the provisions of the Assam Adhiars Protection and Regulation Act, 1948, an adhiar pays 1/3rd of the gross crop to the land owner when he supplies plough cattle and 1/4th when he does not supply them. If seed grain is supplied by the owner it will be returned to him.

BIHAR

The Bihar Land Reforms Act, 1950 aims at consolidating and amending the law relating to the transfer to the State of the interest of the proprietors and tenure-holders and at providing for the constitution of a Land Commission to advise the State Government on its agrarian policy. According to the Act, the State Government may, from time to time by notification, declare that the estates or tenures of a proprietor or tenure-holder have passed to and become vested in the State. The Act has also provided for the appointment of Compensation Officers to prepare a Compensation Assessment Roll with a view to working out the gross assets and net income of each proprietor in the manner prescribed.

The Government of Bihar also promulgated an Ordinance entitled "The Bihar Emergency Cultivation and Irrigation (Temporary Provisions) Ordinance, 1950" to provide for emergency cultivation of cultivable land lying fallow continuously for one year and irrigation of certain lands in the State of Bihar during the present food crisis.

BOMBAY

The Bombay Tenancy and Agricultural Lands Act, 1948, is a comprehensive piece of legislation regulating rents and other conditions of tenancy. It provides for the settlement of disputes arising out of the conditions of lease. It prohibits the landlord from recovering or receiving rent in terms of service or labour. The Act also provides that in case of suspension or remission of the entire land revenue by the Government the benefit should accrue to the tenants. There are also provisions preventing the landlord from evicting tenants who have built houses on sites belonging to them. The State Government is empowered to extend these provisions to agricultural workers and the dwellings and sites occupied by them in any area. The State Government amended in 1951 the Bombay Tenancy and Agricultural Lands Act, 1948, in the following respects :

(*a*) Where a lower rate of the maximum rent is fixed, the landlord shall be entitled to reduce, in proportion to the rate so lowered, any contribution which he is liable to make towards the cost of cultivation.

(b) The prohibition of the transfer of land by way of possessory mortgage in favour of non-agriculturists shall not be applicable to co-operative societies.

(c) Most of the non-ryotwari tenures prevailing formerly in various parts of the State have been abolished by various Acts, Viz., the Bombay Malaki Tenure Abolition Act, 1949, the Bombay *Talukadari* Tenure Abolition Act, 1949 the Panch Mahal Mehwasi Tenure Abolition Act, 1949, etc., The Ryotwari tenure has now become almost universal in the State.

MADHYA PRADESH

An amendment has been made to the Madhya Pradesh Cultivation of Fallow Lands Act, 1948, to tighten its provisions with a view to enforcing compulsory cultivation of fallow lands during the current and succeeding years. The Madhya Pradesh Abolition of Proprietory Rights Act, 1950 has eliminated all intermediaries such as *Zamindars, Malguzars*, and *Thekadars*. The Central Provinces States Land Tenure Order, 1949, and the Makrai State Land Tenure Order, 1949, liberalised the rights of landholders of the merged areas with a view to placing them on a par with the landholders of the State in other regions. These orders were amended to confer *malik makbuza* rights on the cultivators of merged territories on payment of an amount equivalent to twice the land revenue payable by them on their holdings. The Berar Regulation of Agricultural Leases Act, 1951 aims at checking rackrenting and habitual subletting of agricultural land in Berar. It provides for fixity of tenure, affords protection to lessees against arbitrary eviction and regulates rents payable by tenants.

MADRAS

In Madras, the State Government have enacted the Madras Estates (Abolition and Conversion into *Ryotwari*) Act, 1948, which provides for the acquisition by Government of about 2,800 *Zamindari* estates and 3,500 'Inam Estates' comprising about 14 million acres of land. The State Government have already taken over almost all the *Zamindari* estates and about 3,200 *inam* estates. They have appointed Managers under the Collectors and the Board of Revenue for the administration of the estates taken over with a view to providing immediate relief to *ryots* until all estates were taken over. An Act called the Madras Estates Land (Reduction of Rent) Act was passed in 1947 under which the existing rates of rents were reduced to the level of assessments in the neighbouring *ryotwari* areas. The State Government also amended in 1951 the Malabar Tenancy Act, 1929, with a view to affording fixity of tenure and increasing the tenants' share of the produce and fixing rent for all holdings.

ORISSA

The Orissa Government have also brought forward a Bill called "The Orissa Agricultural Bill, 1951" which seeks to organise agriculture on

scientific lines. The Bill envisages the establishment of statutory bodies with necessary powers to ensure good estate management by the proprietors and good husbandary by the tenants. It also provides for the execution of schemes of permanent improvements and for the consolidation and prevention of fragmentation of holdings. A fund known as the Agricultural Improvement Fund to which an annual contribution of Rs. 10 lakhs will be made by the Sate Government under section 61 of the Bill is proposed to be established.

The Orissa Estates Abolition Act, 1952, provides for the abolition of all the intermediary interests between the State and *Raiyat*. In the Act there is provision for payment of compensation to the outgoing Zamindars on a slab system ranging from 3 to 15 times the net income of an estate.

An Act known as Orissa Tenants Protection Act was passed in 1948 providing temporary protection for certain classes of tenants. According to Section 3, a person who was cultivating land on the 1st September, 1947 could not be evicted by the landlord in spite of provision contained in any other law. It was also laid down that no *ryot* holding land on produce rent in the districts of Cuttack, Puri and Balasore and having occupancy right in his holding could be made to pay more than one-third of the gross produce or the value of it as rent. Similarly in the district of Ganjam and Koraput, the *ryots* holding land on produce rent were not bound to pay more than one-sixth of the gross produce of the land or its cash value. The Act does not apply to the district of Sambalpur. The Act is being extended year after year.

The Punjab

The Punjab Tenants (Security of Tenure) Bill, 1950 has now become an Act. The object of the Act is to give immediate relief to the tenants-at-will pending the recommendations of the Land Reforms Committee which has been set up to review the existing tenure, rents and agricultural conditions in general. An Ordinance has also been promulgated by the Punjab Government, with a view to providing for security of tenure for a minimum period of 3 years and for prohibiting the ejectment of tenants from lands exceeding 200 acres which is a permissible limit allowed to be held by any landlord. The Punjab Tenants (Security of Tenure) Act, 1951, has since been amended by the Parliament reducing the permissible limit to 50 standard acres or 100 ordinary acres, besides fixing the tenure of a tenant-at-will, at five years.

Uttar Pradesh

The U. P. Agricultural Tenants (Acquisition of Privileges) Act, 1949, has provided for voluntary payments of ten times their annual rent by tenants upon which they will be entitled to a reduction in their rents by half and will enjoy complete protection from ejectment on any ground whatsoever. This, in effect, gives them immediately the substance of *bhumidari* rights as contemplated in the U.P. Zamindari Abolition and Land Reforms Act, 1950, passed by the State Legislature

and assented to by the President on the 24th January, 1951. The Act provides for the abolition of the Zamindari system which involves intermediaries between the tiller of the soil and the State and for the acquisition of their rights, title and interest and to reform the law relating to land tenure consequent upon such abolition and acquisition. The Act contemplates the constitution of *Gaon Samaj* for each village or circle except in areas of forest and waste lands. The *Gaon Samaj* shall consist of all adults who reside in that circle or held land as *bhumidars, sirdars, asamis* or *adhivasis* in that circle. A *Gaon Sabha* shall be charged on behalf of the *Gaon Samaj,* with the general management and control of all lands vested in the *Gaon Samaj.* The duties and functions of the *Gaon Sabha* shall include among others :—

(1) the development and improvement of agriculture,

(2) the preservation, maintenance and development of forests and trees,

(3) co-operative farming,

(4) the consolidation of holdings, and

(5) the development of cottage industries.

The *Gaon Panchayat,* shall on behalf of the *Gaon Sabha,* perform the functions and possess the powers conferred upon it under the Act and the rules framed thereunder. The Act also provides for the establishment of co-operative farming on modern lines. There will be two kinds of co-operative farms :

(1) Small co-operative farms of 30 acres or more constituted by voluntary agreement among ten or more holders.

(2) A co-operative farm comprising the uneconomic holdings in a village. The latter type can be established if two thirds of the holders of the uneconomic holdings in a village apply for the registration of such a farm ; by their doing so the remaining one-third will have to join. A landless labourer can be admitted as a member of the co-operative farm.

The Act recognises four classes of tenure holders :—

(1) *Bhumidars*

(2) *Sirdars*

(3) *Asamis* and

(4) *Adhivasis.*

The land held by them shall be deemed to be settled by the State Government. All *bhumidars* and *sirdars* in any village shall be jointly and severally responsible to the State Government for the land revenue payable by them in respect of lands situated in any village which shall be deemed to be the land revenue assessed on that village.

WEST BENGAL

The West Bengal Legislative Assembly has passed a Bargadars' (Crop sharers') Act 1950, with a view to regulating certain rights of *bargadars vis-a-vis* the owners of the lands. A *bargadar* means a person who under the system generally known as *adhi, barga* or *bhag*, cultivates the land of another person on condition of delivering a share of the produce of such land to that other person but shall not include any such person if he has been expressly admitted to be a tenant by the owner in any document executed by him or executed in his favour and accepted by him, or if he has been held to be a tenant by a Civil Court. According to this Act the produce of any land cultivated by a *bargadar* shall be apportioned between the *bargadar* and the owner of such land in accordance with the following principles :

(*a*) If the *bargadar* and the owner whose land he cultivates agrees in writing to any mode of division, such mode of division will be adopted.

(*b*) If there is no agreement as aforesaid,

(*i*) the *bargadar* or the owner, as the case may be, who supplies any seed for growing any crop shall be entitled to an amount of the produce equivalent to the quantity of seed supplied ;

(*ii*) the *bargadar* and the owner of the land shall each be entitled to one third of the balance of the produce which remains after deducting the amount of seed ;

(*iii*) the remaining produce shall be divided between the *bargadar* and the owner in such proportion as would be fair and reasonable having regard to their respective contributions to the cost of cultivation including in particular the supply of plough-cattle, plough and other agricultural implements, manure and cost of irrigation of the land. As between the *bargadar* and the owner whose land he cultivates, the *bargadar* shall have the prior right to supply plough cattle, plough, other agricultural implements or manure or to bear any other expense of cultivation.

The Act envisages the setting up of one or more *Bhag Chas* Conciliation Board which will have exclusive jurisdiction in regard to such matters as the division of the produce between the *Bargadar* and the owner, the delivery of the produce, priority of right to supply plough cattle, agricultural implements, etc., and the termination or restoration of lands by *bargadars*.

HYDERABAD

Agrarian legislation has received impetus in some of the Part B States as well. In Hyderabad State, the Hyderabad Tenancy and Agricultural Lands Act of 1950 promulgated on the 10th June, 1950, has been in operation since then. The Act has been designed to give effect to the recommendations of the Agrarian Reforms Committee set up by the State

Government in June 1949. The Act is very comprehensive in its scope and its main objectives include elimination of intermediaries between the tillers of the soil and the State, abolition of tenancy as an institution, amelioration of the condition of tenants in the meantime, prevention of concentration and accumulation of lands, preservation of agricultural lands in the hands of agriculturists by prohibiting alienation to non-agriculturists, establishment and encouragement of co-operative farming and lastly, limitation of the size of holdings by insisting upon personal and efficient cultivation on pain of neglected or improperly cultivated land being taken over under Government management.

As its very name indicates, the primary objective of the Act is the amelioration of the conditions of the tenancy in the State. The Act effectively secures to all agricultural tenants, security of tenure and the benefit of reasonable rent. A statutory maximum rate of rents has been prescribed at 1/3 of the crop for all irrigated lands (excepting lands under wells) and 1/4 for all other classes of lands. Rent in the shape of service or labour is completely prohibited as also all exactions of landholders over and above the lawful rent payable. Contravention of this rule is a cognizable offence. Apart from the rights conferred on all tenantry in general, higher rights have been given to tenants classified as "protected tenants". By virtue of a statutory presumption raised in the Act, all tenants holding lands on the day the Act came into operation have been enabled to acquire the status of protected tenants. The number of protected tenants under the Act is about 7 lakhs spread over the 22,000 and odd villages in the State. The most important right of a protected tenant is the right of purchasing the land at a concessional price, namely three times the value of the annual gross produce. Though concerned primarily with agricultural tenants, the Act also tries to improve the condition of agricultural labour in some particulars. For instance, agricultural labour as also artizans are given freedom from eviction from house-sites and the first option of purchasing the same in cases where they build houses or tenements on sites belonging to landholders. In this matter agricultural labour are vested with the same rights as agricultural tenants. The Act authorises the Government to assume the management of lands, which in their opinion, are neglected or improperly cultivated for two consecutive years. This provision is directed towards the solution of the problem of large holdings. A vigorous compaign in this regard has been taken in hand. When lands are taken over under Government management, it is proposed to distribute the land to landless tenants and agricultural labour for cultivation. To give lands to such persons on a permanent basis, power to acquire the ownership of the lands taken over under Government management is also being taken up by the Government through an amendment to the Act.

The *Jagirs* and *Sarf-i-Khas* (Nizam's Crown Lands) comprising 33,729 sq. miles have been acquired by the State Government under the Hyderabad (Abolition of Jagirs) Regulation, 1949 and the Hyderabad Jagirs (Commutation) Regulation, 1950.

JAMMU AND KASHMIR

The Government of Jammu and Kashmir have enacted the Big Landed Estates Abolition Act. It came into force on the 22nd October, 1950. It seeks to remove intermediaries between the tillers of the soil and the State. It also provides for the abolition of big landed estates and the transfer of land held by such proprietors to actual tillers. The Act, however, leaves the determination of allowing compensation to landlords to the Constituent Assembly. The ownership rights of proprietors in respect of all lands in excess of 22·75 acres was extinguished. Up to July 1951 an area of over 375,000 acres has been transferred with ownership rights to about 34,000 tillers of the soil and 12,500 acres have been vested in the State* It is estimated that about 8,989 intermediaries will be affected by the Act and the area involved will be about 6 lakh acres.

MADHYA BHARAT

The Madhya Bharat Zamindari Abolition Act having received the assent of the President came into force on the 25th June, 1951. More than 8,600 Zamindari villages covering an area of 18,636 sq. miles have been taken over by the Government with effect from the 2nd October, 1951. The number of Zamindars who will be affected by this measure is nearly 1,02,232. The amount of compensation payable to Zamindars is eight times the net income and it is to be paid in instalments (running over a period) not exceeding ten years. Simple interest at 2½ per cent. per annum is also payable to Zamindars on the amounts of compensation from the date of vesting to the date of payment. Besides this, every Zamindar who earns his livelihood wholly or mainly from agriculture and who pays Rs. 3,500 and less as annual land revenue will be paid Rehabilitation Grant on a sliding scale ranging from one to 12 times the net income. Lands held by Zamindars as *Khud Kashtra* and personally cultivated by them as also lands in possession of their tenants would be held by them on *Pakka* tenancy. The sub-tenants will be treated as *Pakka* tenants if they pay a particular amount to be determined by the Tahsildar to the recorded tenant.

THE PATIALA AND EAST PUNJAB STATES UNION

The question of tenancy and agrarian reforms has been receiving the attention of the State Government. An Ordinance was promulgated on the 25th August, 1949, for conferring permanent rights on occupancy tenants by partitioning land between *Biswedars* and occupants. It is, however, applicable only to a small percentage of cultivable land. The question of unifying different systems of land tenure in the different regions is yet to be settled. To achieve this object, the Government of India, at the instance of P.E.P.S.U. Government, has set up a Committee to examine the prevailing tenancy relationships in land and to recommend such changes as are necessary. The PEPSU Government have conferred occupancy rights on all tenants in lands the proprietory rights of which were vested in the rulers of erst-while States of Kapurthala and Faridkot. These tenants will now be dealt with under the provisions of the Abolition of Biswedari Ordinance and on payment of the usual

* Agricultural situation in India, July 1951, P. 264.

compensation of the share of the landlord can become full proprietors of their holdings.

Rajasthan

The *Rajpramukh* of Rajasthan has promulgated an Ordinance under which no landlord shall recover or be deemed entitled to recover as rent for any land in the unsettled areas of the State, a portion exceeding one-fourth of the gross produce. Those tenants who are paying rents lower than the maximum laid down by the Ordinance will continue to pay the same rent as before.

The Rajasthan Jagirdari Abolition Bill*, 1951, seeks to abolish the class of intermediaries like Jagirdars and to confer proprietory rights on the tillers of soil besides regularizing the law relating to ejectment of tenants and preventing indiscriminate fragmentation of holdings.

Saurashtra

The Government of Saurashtra have placed on the Statute Book two Acts, viz., the Saurashtra Land Reforms Act, 1951, and the Saurashtra Barkhali Abolition Act, 1951. The State Legislative Assembly have also passed the Saurashtra Estates Acquisition Bill, 1951, which on receiving the assent of the President, will become an Act. The three Acts combined cover all agricultural and non-agricultural lands and assets of the *Garasdars* and *Barkhalidars*. The Land Reforms Act deals with the agricultural land of all categories of *Garasdars* and provides for the allotment of land for personal cultivation to them, grant of occupancy rights to tenants, payment of compensation to *Garasdars* in respect of land over which their rights, titles and interests are extinguished and also provides for the payment of rehabilitation grants to small *Garasdars*. The lands held by *Barkhalidars* are to revert to the State without compensation, but they will be given cash annuity for the purposes of rehabilitation. The Saurashtra Estates Acquisition Bill, 1951, follows the lines of the Bombay Talukadari Tenure Abolition Act, 1949.

Ajmer

The Government of India has passed "The Ajmer Tenancy and Land Records Act, 1950" to amend the law relating to agricultural tenancies and record of rights. According to this Act, a landlord is prohibited from ejecting a tenant from his holding and from evicting him from his residential house. He cannot compel the tenant to render service with or without remuneration. The Act also provides special measures to prevent and regulate agrarian disputes and allows relief in respect of rents and impositions.

Welfare Measures

Welfare measures to improve conditions of rural communities, and agricultural workers in particular, have received an impetus in recent years. A brief account of activities undertaken in the different Part A, B and C States is given below.

* The Bill received the assent of the President on the 13th February 1952.

ASSAM

The Government of Assam have undertaken schemes of rural uplift designed for the general improvement of agricultural, ex-tea garden and other labour. The question of fixing minimum wages for agricultural workers in Cachar district to ensure income security is also under consideration.

BIHAR

The State Government has undertaken implementation of rural reconstruction schemes like distribution of improved seeds, manures, fertilisers and agricultural implements and setting up of demonstration plots, sinking of wells etc. The establishment of grain *golas* for the benefits of aboriginals in Santal Parganas and Chota Nagpur Division is under consideration. The construction of approach roads, and intensification of minor irrigation schemes are other items of development receiving attention of the State Government.

BOMBAY

The construction of approach roads, provision of primary schools, establishment of medical and public health units, organisation of mobile hospitals, and construction of wells has been undertaken in Bombay.

Villages with a population of 500 and above are provided with approach roads. Bloc grants are made to local authorities for road construction, a programme having been chalked out in this respect by the District Rural Development Boards. A five year plan for providing compulsory primary education to children of 6 to 11 years of age, up to the 4th standard, has been worked in all villages with a population of 1,000 and above. Twenty one combined medical and health units have been set up in the districts of Surat, Satara, Belgaum, Sholapur, Bijapur, Poona, Ahmednagar, Ratnagiri and Thana for providing health and maternity and child welfare service for a group of villages covered by a centre in each taluka. There are three mobile hospitals equipped for treatment of infectious diseases like cholera and plague in rural areas. As for rural water supply, villages in backward areas inhabited by aboriginal and hill tribes with a population of 100 and above have been provided with wells.

MADRAS

In Madras State the Rural Welfare Scheme (Popularly known as the Firka Development Scheme) has been launched in 84 *firkas* and centres for stimulating initiative among the villagers to organise their economic and social life on co-operative lines. The Agriculture Department has established grading stations for improving markets for agricultural products, and arranged for supply of implements, pumping sets and mechanical cultivation units.

Educational facilities in the form of various kinds of scholarships are granted to workers' children. There are Farm Labourers' Schools in

the State for the benefit of workers. Grants are also made to reading rooms which are meant for the socio-economic uplift of labour.

The grant of land to landless workers is another important item of welfare. Landless workers are eligible for a land grant up to a maximum of 5 acres of wet or 10 acres of dry land, and come third in order of priority in respect of assignments of land. There are also a good number of land colonisation societies with the set purpose of settling landless workers. The Madras Agriculturists' Relief Act, 1938 has resulted in the wiping off of old debts to some extent.

ORISSA

A Welfare Department has been set up in Orissa in pursuance of a recommendation contained in the Report of the Partially Excluded Area Enquiry Committee (1940). The welfare work takes the form of the grant of lands to aboriginals for colonisation, grant of financial assistance, application of co-operative principles to eliminate exploitation of the backward classes, provision of stores for supply of daily necessities for the tribal people at fair prices etc. Grant of lands to aboriginals for cultivation has been given top priority. Scheduled tribes on hills are being brought down gradually to colonies established at the cost of Government. Steps have been taken to eradicate ' Gothi ' or bonded labour and this system is gradually disappearing.

WEST BENGAL

Village panchayats are being formed in certain areas under executive orders as an experimental measure for promoting the welfare of rural communities and agricultural workers.

HYDERABAD

The Government of Hyderabad has enacted the " Vatti and Begar Regulation, 1358 " for protecting the interests of labour in rural areas. It prohibits *vetti* or *begar* which term includes the requisitioning of services or property by Government Officers or others.

A scheme of rural reconstruction for the supply of seeds, manures, fertilizers and implements to cultivators, conciliation of debts, licencing of money lenders, regulation of weights snd measures, wide spread extension of cottage industries and village panchayats, consolidation of fragmented holdings, provision of educational and health services to agricultural workers has been organised by the Government of Hyderabad through the Departments concerned in most of the villages of the State.

The State Government have sanctioned the establishment of a Land Mortgage Bank in the State with a view to affording relief to *ryots* and tenants. It has also been decided to establish Land Mortgage Societies at eight places in the State.

In the villages selected for Agricultural Labour Enquiry conducted by the State Government in collaboration with the Government of India,

Ministry of Labour in 1950-51, medical relief is being provided by supplying medicines and first aid boxes, distributing quinine pills administering plague and cholera inoculations, vaccinations, etc. Lectures on health with demonstrations by Magic Lanterns are also being organised.

MYSORE

In the villages selected for conducting the agricultural labour enquiry in Mysore, the general cleaning of villages, construction of wells and roads, provision of drains removal of manure heaps to distant places, intensive use of improved implements and fertilisers, digging of compost pits, supply of various kinds of vegetables, seeds of improved quality, opening of schools and organisation of scout packs were undertaken by the State Government.

SAURASHTRA

The State Government made grants-in-aid, amounting to Rs. 1,09,500 in 1949-50, to hostels, for opening of cultural centres, construction of wells, award of scholarships etc., to improve the condition of backward classes. An amount of Rs. 3,90,000 was sanctioned for the year 1951-52 and of this Rs. 1,00,000 has been ear-marked for financing a housing scheme.

In the year 1950-51 there were about 2,143 primary schools in the rural areas.

TRAVANCORE-COCHIN

The promotion of proper employer-employee relationship in agriculture has received special attention of the Travancore-Cochin Government. A committee consisting of representatives of employers and workers has been constituted at Kuttanad. There were two tripartite conferences of the representatives of employers, workers and Government at which wage rates for certain classes of agricultural workers were fixed.

There is also a mobile dispensary for administering medical aid to agricultural workers during the harvesting season.

AJMER

The Bombay Agricultural Debtors Relief Act, 1947, and the Bombay Money Lenders Act, 1946, have been extended to Ajmer to provide relief to agricultural classes.

COORG

The Government of Coorg have extended educational facilities to children of backward classes by supplying food, clothing, books, and scholarships. There is a Rural Development Officer to look after their welfare and to evolve schemes for general improvement.

Cottage industries like the manufacture of palm *gur* and bee-keeping have also been organised in rural areas.

There are facilities for free medical examination of children and adolescents under the age of 18 who wish to take up employment in agriculture.

Housing

Some of the Governments have taken steps to provide housing facilities. In Madhya Pradesh the C. P. and Berar Abolition of Property Rights (Estates, Mahals, Ahevated Lands) Act, 1950, provides for lease of house sites in the village *Abadi* to agricultural workers. The Government have a plan for making available house sites to 5,000 families free of rent. Most of these sites will be available to agricultural workers who have to construct houses at their own expense.

The Madras Government have a scheme for provision of house sites by acquisition of private land and their allotment to Harijans, who are mostly agricultural workers. About 46,000 house sites at a cost of Rs. 24,23,546 were granted by the end of March, 1950. In addition 49,208 sites were sanctioned by assigning government lands. These house sites were provided free to those who could not afford to pay, the area of the site being restricted to 3 cents per family in wet areas and 5 cents in dry areas.

In Travancore-Cochin, a Housing Board has been set up. It has plans for constructing 100 houses in rural areas for agricultural workers, the cost of construction to be recovered by the Government in easy instalments extending over 25 years.

The Government have also selected 8 centres for constructing 130 small houses, each consisting of two rooms, a kitchen and a verandah. Government lands are allotted free of cost to labourers, when they are available. The estimated expenditure for 1950-51 was about Rs. 2,50,000 under this account.

Wages and Earnings

There is little uniformity in regard to agricultural wages and methods of payment and these vary not only from State to State but from district to district and even sub-division to sub-division in the same District. For doing the same work low caste workers, women and children, are often paid less than high caste workers and men. In certain occupations such as cotton picking, rice pounding, weeding, etc., women workers are employed on a large scale but are paid lower rates of wages than men although they may be more efficient.

In the absence of any serial or systematic data regarding wages and earnings of agricultural workers, the available information is discussed in the following paragraphs according to States.

Assam

During the preliminary enquiry conducted in village Magurpara in Assam data in respect of size and composition of families, employment, earnings and standard of living were collected. It was found that there were only 3 casual agricultural workers' families of whom 2 families possessed land. This dearth of agricultural workers' families was mainly due to the predominance of peasant proprietors' families who managed their land themselves and generally did not employ hired labour. Men and women were paid the same daily wages, the rate being Re. 1 plus one midday meal worth As. 8. Agricultural workers (men) with and without land were found to be employed for 96 and 184 days respectively. On an average, the expenditure per agricultural workers' family with land was Rs. 637·9 as against an annual income of Rs. 477·1. On the other hand, the annual expenditure of the agricultural workers' family without-land was Rs. 698·0 as against an annual income of Rs. 575·0. Food accounted for the highest percentage of expenditure. All the 3 agricultural workers' families were in debt, the average debt per indebted family in the case of agricultural workers' family with land came to Rs. 100 as against Rs. 150 in the case of landless workers' family.

Bihar

In Bihar the payment of wages in kind is still the rule. In North Bihar Wages are a little lower than in South Bihar.

The Bihar Government publishes a monthly statement showing current rates of agricultural wages in one selected village in each district. According to data available for August, 1951, the cash equivalent of daily wages paid in kind to adult men employed as field workers ranged from Rs. 1-2-6 to Rs. 1-10-0 ; for women, the wages, varied from As. 12 to Rs. 1-8-4. In the Monghyr, Purnea and Santal Parganas districts where the wages were paid both in cash and kind, the rates varied from Rs. 1-10-0 to Rs. 2-4-0 for men, Rs. 1-2-0 to Rs. 1-12-0 for women and As. 14 to Rs. 1-5-0 for children. The wages were generally low in the districts of Singhbhum, Manbhum, Saran and Mozaffarpur where wages were paid only in cash.*

Bombay

For some years now the Government of Bombay have been collecting and publishing annually, statistics of rural and urban wages compiled from monthly returns received from representative talukas in each district. The published figures for rural wages for 1938-39, 1948-49 and 1949-50 are stated on the next page†.

* For the results of the preliminary enquiries made in connection with All-India Agricultural Enquiry in three villages in Bihar, please see the *Indian Labour Year Book*, 1949-50 pp. 320-21.

† For the results of the pilot survey into rural employment conducted by the Bureau of Economics and Statistics, Bombay, please see The *Indian Labour Year Book* 1949-50 pp. 317-18.

TABLE CLVII

WAGES AND AGRICULTURAL AND NON-FACTORY WORKERS IN BOMBAY

Political Division and Economic Circles	Field labour			Unskilled labour			Skilled labour		
	1938-39	1948-49	1949-50	1938-39	1948-49	1949-50	1938-39	1948-49	1949-50
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Political Division									
Northern Division	0 5 5	1 4 1	1 4 5	0 6 1	1 7 10	1 9 1	1 3 8	3 6 10	3 6 6
Central Division	0 4 4	1 7 2	1 7 10	0 4 6	1 5 3	1 6 7	0 13 10	2 9 9	2 15 5
Southern Division	0 3 11	1 3 0	1 2 10	0 4 11	1 5 5	1 8 0	0 11 9	1 15 1	2 1 8
Economic Circles									
Gujerat Circle	0 5 3	1 5 0	1 5 0	0 6 1	1 10 2	1 10 11	1 3 6	3 7 5	3 6 10
Deccan Circle	0 3 11	1 4 5	1 4 5	0 4 4	1 4 2	1 6 1	0 12 9	2 3 11	2 8 11
Konkan Circle	0 5 9	1 6 6	1 8 5	0 6 0	1 7 1	1 8 10	1 1 0	3 2 5	2 0 7

Source: *The Bombay Labour Gazette*, Government of Bombay, March, 1951.

MADHYA PRADESH

The Madhya Pradesh Government publish an annual statement of rural and urban wages. According to the Report for the year ending the 30th June, 1949 wages are paid both in cash and in kind. The relative importance of these two modes of payment, however, varied from district to district and from operation to operation. It is also customary to grant certain perquisites like a pair of shoes, a pair of dhoties, or a blanket or a fixed quantity of grain at the time of threshing. The usual daily cash wages for all types of agricultural workers except ploughmen varied from As. 12 to Rs. 2 for men and As. 6 to Rs. 1-8-0 for women. The wages of ploughmen were higher and varied from Re. 1 to Rs. 4 particularly in the district of Jabalpur and Durg. When a ploughman was employed for the whole season, he was given a blanket, a *bandi* and a pair of shoes in addition to his wages. The herdsmen were usually employed on a monthly basis, their wages varying from Rs. 8 to Rs. 35 per month.

During the preliminary enquiry in 1949 the Ministry of Labour surveyed the conditions of agricultural workers in two villages in the Nagpur district. The results of the preliminary enquiry conducted in one of these villages showed that there were 125 families in the village of whom 75 were agricultural families. Of the 75 agricultural families 25 belonged to agricultural workers, 1 casual worker's family with land, 4 attached workers' families and 20 casual workers' families without land. However, only 18 families were intensively surveyed . It was found that casual male workers were generally paid Re. 1 to Rs. 1-4-0 including value of payments in kind made in *juar*. Women and children were paid 5 to 8 annas either in cash or in *juar*. On the other hand, an attached worker received a yearly income of about Rs. 300 both in cash and in kind. The number of days for which male casual agricultural workers without land were employed for wages was 165·3, of which agricultural work alone accounted for 162·1 days. The average annual income of casual agricultural workers' families without land was Rs. 312·8 as against an annual expenditure of Rs. 376·5. Food accounted for 81 per cent. of the total expenditure.

MADRAS

The tabular statement on the next page contains the latest available information on agricultural wages published by the Madras Government.*

* For the results of the quinquennial census of agricultural wage rates conducted by the Madras Government in 1946 and the results of the All-India Agricultural Enquiry, please see the *Indian Labour Year Book*, 1949-50 pp. 327-29.

TABLE CLVIII

AVERAGE RATES OF DAILY WAGES PAID TO DIFFERENT CATEGORIES OF AGRICULTURAL LABOURERS IN MADRAS DURING THE FORTNIGHT ENDING 1ST SEPTEMBER, 1951

Classification of labour		Average rate of daily wages paid during the fortnight ending 1st September 1951
		Rs. A. P.
Ploughmen	Men	0 12 0 to 3 8 0
Sowers and transplanters	Men	0 12 0 to 2 8 0
	Women	0 8 0 to 2 8 0
	Children	0 8 0 to 1 14 0
Weeders	Men	0 6 0 to 1 14 0
	Women	0 6 0 to 1 14 0
	Children	0 8 0 to 1 4 0
Reapers and Harvesters	Men	0 12 0 to 2 0 0
	Women	0 6 0 to 2 0 0
	Children	0 6 0 to 1 10 0
Herdsmen	Men	0 8 0 to 2 0 0
	Women	0 7 6 to 1 8 0
	Children	0 4 0 to 1 6 0
Other agricultural labourers ..	Men	0 10 6 to 2 8 0
	Women	0 8 0 to 1 14 0
	Children	0 8 0 to 1 14 0

Source.—Statistical supplement to the *Fort St. George* Gazette, dated, the 8th January, 1952.

ORISSA

The preliminary enquiry into the conditions of agricultural workers was conducted in village Khuntuni in Cuttack district in 1949 and data were collected in respect of size and composition of families, employment, earning and standard of living. It was found that of the 57 agricultural families in the village, 34 were of agricultural workers, 21 casual and 13 attached. The average size of the family for the whole village was 4·7 and the average earning strength 1·9. The average size of attached and casual workers' families was 4·5 and 4·1 consisting of 2·9 and 2·2 earners, respectively. Casual agricultural workers were paid in kind and no perquisites were allowed. Men were allowed 5 seers of paddy whereas women and children 3·75 seers of paddy for all the agricultural operations except harvesting for which piece wage was in vogue. In terms of money, the daily wage rate paid to men was As. -/12/- and it was As. -/10/- for women and children. The wages paid to attached agricultural workers were much lower than those given to casual workers. Casual and attached agricultural workers (men) were found to be employed for 205·3 and 266·5 days of which agricultural work alone accounted for 118·4 and 172·7 days respectively. The attached agricultural workers' family with land held free of rent earned on an average an annual income of Rs. 251·3 as against an annual expenditure of Rs. 244·4 (excluding expenditure on ceremonies and functions). On the other hand, the casual workers' family with land earned an annual average income of Rs. 404·8 as against an annual expenditure of Rs. 376·3. The average annual income of the landless casual workers' family was Rs. 280 as against an annual expenditure of Rs. 273·6. Food accounted for the highest percentage of expenditure.

PUNJAB

Rates of wages paid to agricultural labourers in selected villages in the Punjab are published from time to time in the State Government Gazette. The following was the range of the wages including cash equivalent of wages in kind during September 1951 for a working day of 9 hours.*

	Rs. A. P.		Rs. A. P.
Ploughing—			
Men	1 3 0	to	4 0 0
Women	..		..
Children	0 12 0	to	1 0 0
Sowing—			
Men	1 0 0	to	4 0 0
Women	1 3 0	to	1 8 0
Children	0 8 0	to	0 12 0
Weeding—			
Men	1 0 0	to	1 14 0
Women	1 0 0	to	1 10 0
Children	0 8 0	to	1 0 0

* Please see Supplements to Punjab Government Gazette dated December 21, 1951.

	Rs. A. P.		Rs. A. P.
Harvesting—			
Men	1 3 0	to	4 0 0
Women	1 3 0	to	1 8 0
Children	0 12 0	to	1 0 0
Picking of cotton—			
Men	0 12 0	to	1 2 0
Women	0 12 0	to	0 15 0
Children	0 8 0	to	0 9 0
Other agricultural operations—			
Men	1 8 0	to	3 8 0
Women	0 8 0	to	1 4 0
Children	0 12 0		..

Uttar Pradesh

Detailed information regarding wages and earnings, perquisites allowed to agricultural workers, methods of wage payment, hours of work etc., are available in the Report of the Seventh Quinquennial Enquiry into Rural Wages conducted in 1944. This information is now, however, somewhat out-of-date. The data collected in 1949 in four villages, two in the Meerut district and two in the Jhansi district by the Government of India's Agricultural Labour Enquiry were discussed in the previous Year Book.*

The enquiry also covered a fifth village in the Azamgarh district where there were 171 agricultural families of which 42 were of agricultural workers—27 of attached workers with land held free of rent, 11 of attached workers and 4 of casual landless workers. The average size of the family for the whole village was 5·0 and the average earning strength was 1·3. On the other hand, the average size of agricultural workers' families was 5·2, and the average earning strength was 2·3. Casual agricultural workers were generally paid As. -/4/- to As. -/8/- plus As. -/2/- as perquisites for all the agricultural operations. The attached workers were allowed in addition to the above daily wages, Rs. 2 per month or were allowed one *bigha* of land free of rent and Rs. 4 in cash per annum. Children were not employed on agricultural operations. Agricultural workers (men) were found to be employed for 236 days in a year, of which agricultural operations provided employment for 206 days. The average annual expenditure per attached workers' family with land was Rs. 743·6 as against an annual income of Rs. 754·0. A landless attached and casual worker's family earned on an average an annual income of Rs. 488·3 and Rs. 251·6 as against an annual expenditure of Rs. 480·9 and Rs. 251·8 respectively. Food was the main item of expenditure. Of the 42 agricultural workers' families, 32 showed excess of income over expenditure while 10 showed excess of expenditure over income.

* See pp. 323-324.

WEST BENGAL

Available information regarding agricultural wages in West Bengal is furnished in the following tabular statement* :

TABLE CLIX

AGRICULTURAL WAGES IN WEST BENGAL

District	Agricultural operation	Average daily wage for the month of October	
		1950	1951
		Rs. A. P.	Rs. A. P.
1. 24 Parganas ..	Jute harvesting and sowing of *rabi* crops.	1 12 0	2 12 0
2. Nadia ..	Preparation of land for winter crops and sowing of *Kalai*.	1 8 0	(a)
3. Murshidabad	Jute harvesting and sowing of *rabi* and winter crops.	1 12 0	1 12 0
4. Burdwan ..	Jute and *Aus* harvesting	1 12 0	2 6 0
5. Birbhum ..	Weeding and cultivation for next crop	1 9 10 (no operation reported).	1 5 3
6. Bankura ..	Jute and *Aus* harvesting . ..	1 11 0	1 10 0
7. Midnapore ..	Jute and *Aus* harvesting and growth of paddy plants.	1 8 6	1 8 9
8. Hooghly ..	Jute harvesting, preparation of land for *rabi* crops and sowing of *rabi* crops.	2 2 8	2 4 3
9. Howrah ..	*Aus* harvesting and preparation of land.	2 4 0	(a)
10. Jalpaiguri ..	Jute harvesting ..	2 8 0	(a)
11 Darjeeling	Weeding, preparation of land for winter crop and sowing of *rabi* and winter crop	2 1 3	2 10 2
12. Malda ..	Sowing of *rabi* and winter crop ..	1 12 0	1 8 0
13. *West Dinajpur*	Jute harvesting, preparation of land for winter crop and sowing of *rabi* and winter crop.	2 0 0	2 7 0

(a) Figures for 1951 are not available.

Source.—The Calcutta Gazette for October and November, 1950 and 1951.

* *For results of the preliminary agricultural labour enquiry in West Bengal, see the Indian Labour Year Book 1949-50*, pp. 322-23.

HYDERABAD

Agricultural workers in Hyderabad belong mostly to the depressed classes. Enquiries into the economic conditions of rural areas of Hyderabad State were conducted by the Hyderabad Government during 1949-51. In all 118 villages were covered and the number of villages selected in each district varied from 4 to 11. The data collected in respect of rural wages revealed that the average daily cash wage paid to agricultural workers in the selected villages of different districts varied from Rs. 1-0-0 to Rs. 1-8-0 for adult males, As. 0-4-0 to As. 0-12-0 for adult females and As. 0-3-0 to As. 0-12-0 for children. However in the six districts of Gulbarga, Medak, Adilabad, Mahboobnagar, Nanded and Nalgonda the average daily wages paid to the adult males were low ranging from As. 0-6-0 to As 0-12-0. A tabular statement showing the maximum and minimum rates of wages allowed to agricultural workers during 1949-51 is given below :

TABLE CLX

AGRICULTURAL LABOUR—DAILY WAGES DURING 1949-51

S. No.	District	Adult Males		Adult Females		Children	
		Maximum wage	Minimum wage	Maximum wage	Minimum wage	Maximum wage	Minimum wage
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1	Adilabad	1 8 0	0 8 0	0 12 0	0 4 0	0 12 0	0 4 0
2	Aurangabad ..	1 8 0	1 2 0	0 12 0	0 8 0	0 10 0	0 8 0
3	Bhir	1 8 0	1 0 0	0 12 0	0 8 0	0 10 0	0 8 0
4	Bidar	1 4 0	1 0 0	0 8 0	0 6 0	0 6 0	0 6 0
5	Gulberga	1 4 0	0 6 0	0 12 0	0 4 0	0 12 0	0 4 0
6	Hyderabad ..	1 4 0	0 12 0	0 12 0	0 4 0	0 12 0	0 4 0
7	Karimnagar ..	1 4 0	1 0 0	0 12 0	0 8 0	0 12 0	0 8 0
8	Mahboobnagar ..	1 2 0	0 8 0	0 10 0	0 4 0	0 8 0	0 3 0
9	Medak	1 4 0	0 8 0	0 12 0	0 5 0	0 12 0	0 5 0
10	Nalgonda ..	1 8 0	0 12 0	0 12 0	0 5 0	0 12 0	0 5 0
11	Nanded	1 0 0	0 12 0	0 8 0	0 6 0	0 8 0	0 4 0
12	Nizamabad ..	1 8 0	1 0 0	0 12 0	0 4 0	0 12 0	0 4 0
13	Osmanabad ..	1 4 0	1 4 0	0 8 0	0 8 0	..	..
14	Parbhani	1 4 0	1 0 0	0 8 0	0 8 0	0 8 0	0 4 0
15	Raichur	1 2 0	1 0 0	0 10 0	0 8 0	0 8 0	0 6 0
16	Warangal ..	1 8 0	1 0 0	0 8 0	0 8 0	..	..

Source.—Rural Economic Enquiries in the Hyderabad State 1949-51.

The results of these enquiries indicate a rise in levels of agricultural wages during the last five years. At the same time the cost of living appears to have risen more than proportionately.

Mysore

The rates of daily wages were generally Re. 1-0-0 for men, annas 0-12-0 for women and annas 0-8-0 for a child below 15 years. Usually, wages were paid in cash but in special cases these were paid *in ragi* the price of which was a rupee for 3 seers. The system of piece wage was not prevalent*.

Travancore-Cochin

The majority of agricultural workers belong to the *Pulaya* community. The wage of men workers attached to *Jenmies* is 2 *edangazhis* (a local measure in Travancore-Cochin amounting roughly to 1 seer) of Paddy worth $4\frac{1}{2}$ annas and for women $1\frac{1}{2}$ *edangazhis* worth $3\frac{3}{8}$ annas. In some *Jenmams* the wage rate is three *edangazhis* and two *edangazhis* for men and women respectively. The 'attached' workers are able to earn wages all round the year. These workers also receive perquisites in the form of cloth and an extra allowance of paddy on the festival days in the year. The value of these perquisites is about Rs. 10-0-0 to Rs. 15-0-0 per year. In addition free house sites and thatching materials are also supplied. During the harvesting season a higher wage which ranges from 4 to 5 *edangazhis* per day is generally paid to 'attached' workers. They are also supplied with mid-day meals. As compared to farm servants a casual worker receives higher wages supplemented by gruel during mid-day. The wages for casual workers vary from Re. 1 to Rs. 2-4-0 per day.

In Kuttanad, a predominantly agricultural centre of the State the wage rates are fixed by two Tripartite Conferences. According to this agreement permanent workers customarily called " Paniyal " should work for not less than 120 days a year. The workers should be paid at the rate of one " *coolipara* " i.e. 7/10 of a Standard *Para* (a legal measure in the State) for each day's work. The advances made and daily wages given including the cost of meals will be deducted on settlement of accounts from the wages due to the worker at the above rate. Besides the above daily wage rate the permanent workers are entitled to some other benefits.

The workers engaged in harvesting i.e. in reaping and threshing must be paid 1/11 of the paddy harvested towards their wages. For every 3 days' reaping a minimum of one " *Theerpukatta* " (a bundle of corn) should be given to the workers according to the terms of agreement of the above two Conferences.

Ajmer

The tabular statement below summarises information furnished in the fortnightly statement on current wages issued by the Government of Ajmer.

* For details please see the *Indian Labour Year Book*, 1949-50 pp. 329-30.

TABLE CLXI

AVERAGE RATES OF CASH WAGES IN AJMER

Kind of labour	January 1950	August 1950	January 1951	September 1951
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1. *Field labour*—				
Men	1 4 8	1 12 0 to 2 0 0	1 4 0 to 1 8 0	1 0 0
Women	1 1 4	1 4 0 to 1 8 0	0 12 0 to 1 0 0	0 10 0
Children	1 11 8	..	0 8 0 to 0 12 0	0 6 0
II. *Herdsmen*—				
Men	1 3 10	1 12 0 to 2 0 0	1 0 0 to 1 4 0	1 0 0
Women	1 0 6	1 4 0 to 1 8 0	..	..
Children	0 12 2	1 0 0 to 1 4 0	0 8 0	..
III. *Other agricultural labour*—				
Men	1 4 8	1 4 0 to 1 8 0	1 7 0	1 4 0
Women	1 1 4	1 0 0 to 1 4 0	0 14 8	0 10 0
Children	1 13 0	0 12 0 to 1 0 0	0 10 0	0 8 0

Source.—Agricultural Situation in India published by the Ministry of Food and Agriculture.

Coorg

A monthly statement of agricultural wages is being issued by the Coorg Government. The following tabular statement contains the latest available information.

AVERAGE DAILY CASH WAGES IN COORG, OCTOBER, 1951

		Rs. A. P. Rs. A. P.
I. Field Labour	Men	1 0 0 to 2 8 0
	Women ..	0 12 0 to 1 8 0
	Children ..	0 12 0 to 1 0 0
II. Herdsmen	Men	0 8 0 to 2 8 0
	Women ..	0 8 0 to 1 0 0
	Children ..	0 8 0 to 1 4 0
III. Other agricultural labour ..	Men	1 0 0 to 1 12 0
	Women ..	0 12 0 to 1 8 0
	Children ..	0 12 0 to 1 0 0

Source.—Furnished by the Directorate of Economics and Statistics, Ministry of Food and Agriculture, Government of India.

The following were the rates of agricultural wages prevailing in Bhopal in August 1951 and in Himachal Pradesh, Kutch and Manipur in October 1951 according to the data published in the Agricultural situation in India, December, 1951.

State	Field labour			Other Agricultural labour		
	Man	Woman	Child	Man	Woman	Child
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Bhopal	1 8 0	1 0 0	0 12 0	1 8 0	1 0 0	0 12 0
Himachal Pradesh ..	1 14 0	1 6 0	1 4 0	2 0 0	2 0 0	..
Kutch	3 0 0	2 0 0	1 0 0	3 0 0	2 0 0	1 0 0
Manipur	1 0 0	0 12 0	0 8 0	1 0 0	..	..

Agricultural Labour Enquiry undertaken by the Government of India

According to section 3 (*i*) (*a*) of the Minimum Wages Act, 1948, minimum wages for agricultural workers were to be fixed by 15th March, 1951. The time limit has been extended to the 31st December, 1953, under the Minimum Wages (Amendment) Act, 1951 (Act XVI of 1951). A comprehensive questionnaire for the purpose of an all-India enquiry was drawn up and an exploratory survey in a few selected villages was conducted for the purpose of testing the questionnaires and for the successful conduct of the enquiry generally. The preliminary enquiry was carried out in 27

villages selected in the States of West Bengal, Assam, Bihar, Orissa, Uttar Pradesh, Madhya Pradesh, Madras and Mysore. Of the 27 villages surveyed, a report on the conditions of agricultural workers in one village selected from each State, has been prepared.*

The data collected during the main enquiry in three stages related as far as possible to the current agricultural year. The questionnaire framed for the purpose consisted of three parts (*i*) General Village Questionnaire. (*ii*) General Family Questionnaire and (*iii*) Intensive Family Questionnaire. The General Village Questionnaire was intended to supply the general economic background of the villages selected for the enquiry. In the General Family Questionnaire data regarding the size and earning strength, main and subsidiary occupations of the earners of all the families in the village, and size of the holdings were collected. The Intensive Family Questionnaire provided for collecting data on employment, earnings of the agricultural workers' family, wages earned from agricultural operations and from non-agricultural occupations, earnings from *begar* or involuntary labour, if any, income details of expenditure on important items of consumption and indebtedness. For purposes of the enquiry the country was divided into 23 units and demarcated into homogeneous zones. The data collected are now being statistically processed. In all, 812 General Village Schedules, 104,000 General Family Schedules, 161,000 Intensive Family Schedules in form III-A (monthly returns), 13,000 Intensive Family Schedules in Form III-B (Annual returns) and 21,000 in Form III-C (daily returns) were collected during the three stages of the survey. This is the biggest economic survey undertaken in Asia and the Far East so far.

Meanwhile, the Ministry of Labour in view of the statutory obligation to fix minimum wages for agricultural workers drew the attention of the State Government to the Act and invited their comments on the proposal to fix minimum wages, as well as on other points like the method of wage fixation, hours of work, holidays with pay, etc. They were also requested to consider publishing their proposals in this regard in the local Gazettes on the 1st January, 1951.

The question was placed before the Central Advisory Board, a statutory body representative of State Governments, employers and workers, appointed under the Minimum Wages Act, 1948, at its meeting held on the 20th and 21st July, 1950, in New Delhi. The Board came to the conclusion that interim rates of minimum wages should be fixed for agricultural workers by the 15th March, 1951.

In pursuance of this decision the Ministry of Labour undertook to furnish to all State Governments certain data available in the General Village Schedules which would provide information on some essential aspects of village economy for purposes of interim fixation of minimum wages.

* Seven of these reports have been published.

Accordingly, certain immediate tabulations of the data collected during the first stage of the enquiry namely, the General Village Schedules, were made. These showed the distribution of villages according to land tenure, area and population, occupational distribution of families, extent of land utilisation, area under the principal crops, methods of wage payment, wage rates for different agricultural operations for men, women and children for 1938-39 and 1949-50, and wholesale and retail prices for 1938-39 and 1949-50. The results were furnished to all the State Governments.

On the results of the general village survey, the Ministry placed before the Parliament a statement showing comparative levels of wages in agriculture in different States in the country. This statement is reproduced in Table CLXII. Where wages were paid in kind these were evaluated in cash at prevalent prices. Perquisites allowed, if any, were also evaluated and included.

The Ministry of labour are now preparing a report on Agricultural Wages in India based on the tabulation of the data collected in the General Village Schedules referred to above. The report is expected to be published shortly.

FIXATION OF MINIMUM WAGES IN EMPLOYMENTS IN AGRICULTURE

The fixation of minimum wages in employments in agriculture was referred to the Planning Commission in October, 1950. The Commission appointed a Committee to examine the matter and made the following important recommendations tentatively* :

(*a*) The Minimum Wages Act which was passed in 1948 has to be enforced in the first instance in those areas in which the level of rural wages is found to be relatively low on account of the presence of certain exploitative factors. State Governments should take early steps to determine such low wage pockets in their territories and should fix suitable minimum wages, care being taken to provide also the requisite administrative machinery ;

(*b*) Minimum wages should also be prescribed for workers engaged on farms above a certain size. This may be broadly the size fixed for Registered Farms. On these farms, since agriculture will be organised on a commercial basis, it should be possible out of the proceeds to pay a reasonable wage to the worker. It may be expected that without making it necessary for a State Government to enforce minimum wages throughout its territory, the level of wages determined for Registered Farms will influence wages in the surrounding areas. This selective approach may achieve in large part the purpose of universal enforcement of minimum agricultural wages throughout a State ;

* Page 107 of the First 5-Year Plan of the Planning Commission, Government of India.

TABLE CLXII

AGRICULTURAL DAILY WAGES FOR MEN, WOMEN AND CHILDREN DURING 1949-50

Name of the State	Men			Women		Children		
	Ploughing	Sowing	Weeding	Sowing	Weeding	Ploughing	Sowing	Weeding
1	2	3	4	5	6	7	8	9
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1. Assam	2 0 1	2 0 2	2 1 2	1 12 7	1 11 10	..	1 4 0	1 4 0
2. Bihar	1 0 6	1 0 11	1 0 4	1 3 6	1 14 9	0 12 0	0 14 7	0 15 1
3. Bombay	1 2 5	1 1 5	0 14 3	0 10 8	0 10 2	..	0 10 8	0 7 9
4. Madhya Pradesh*	0 12 0	0 12 0	0 9 1	0 9 5	0 7 6	0 9 9	0 9 1	0 7 1
5. Madras*	0 14 5	0 14 8	0 13 8	0 8 0	0 9 1	0 13 7	0 7 11	0 9 7
6. Orissa	0 11 3	0 11 4	0 12 0	0 9 6	0 9 3	0 8 0	0 7 0	0 9 0
7. Punjab	1 10 7	1 10 3	1 9 7	..	1 1 7	..	..	..
8. Uttar Pradesh	1 3 4	1 3 4	1 2 1	0 13 1	0 11 11	0 11 0	0 10 9	0 10 3
9. West Bengal	1 12 8	1 10 2	1 9 4	1 10 0	1 5 8	..	1 0 4	1 3 1
10. Hyderabad	0 15 9	1 0 5	0 11 6	0 8 0	0 7 2	0 6 10	0 7 6	0 7 2

11. Jammu and Kashmir	1 12 8	1 11 4	1 11 4	..	..	1 7 0	1 7 0	1 7 0
12. Madhya Bharat	0 13 8	0 13 11	0 10 3	0 11 1	0 9 3	..	0 8 5	0 8 5
13. Mysore	1 1 8	0 15 2	0 14 0	0 8 7	0 8 6	0 7 4	0 8 7	0 8 1
14. The Patiala and East Punjab States Union* ..	2 5 5	2 2 9	2 4 5	..	..	1 12 0	1 12 0	1 12 0
15. Saurashtra	1 9 1	2 9 7	1 1 5	..	1 1 6	..	..	0 10 8
16. Travancore-Cochin	1 13 11	1 8 4	..	0 15 9	0 14 6	0 13 4	0 9 4	0 9 3
17. Ajmer	1 0 5	1 0 0	0 11 0	..	0 11 0	..	..	0 11 0
18. Bhopal	0 15 0	1 1 3	0 8 4	0 13 11	0 7 10	..	0 10 8	0 6 5
19. Coorg	1 6 9	..	1 6 9	..	1 3 9	..	..	..
20. Delhi	2 2 0	1 14 8	1 14 0	..	1 11 4	..	..	..
21. Himachal Pradesh	1 14 2	1 13 8	1 13 4	1 8 11	1 11 0	..	1 7 3	1 7 3
22. Kutch	1 10 0	2 8 0	1 13 0	..	1 4 0	0 10 8	..	0 12 0
23. Manipur	0 8 0	..	0 10 0	..	0 10 0	..	..	..
24. Tripura	2 1 7	2 7 2	2 2 5	..	1 12 0	1 12 0	..	1 12 0
25. Vindhya Pradesh	0 9 11	0 9 7	0 8 4	0 8 3	0 7 8	0 6 1	0 6 4	0 5 8

* Agricultural wage data in these States relate to the year 1948-49.

(c) In the settlement of all newly reclaimed land, after allowing for such areas as may be required for State farms, preference should be given to co-operatives consisting of landless workers ;

(d) A progressive social welfare policy designed to improve the living conditions and social status of the agricultural labourer should be followed, in particular, in matters such as allotment of residential sites in villages, supply of drinking water, etc. Beneficial legislation such as that relating to debt conciliation which at present applies only to persons holding land should also be made applicable, under suitable conditions, to agricultural workers. Restrictions which still fetter the agricultural labourer in many parts of the country should be removed wherever necessary, by legislation. Further, through stipends and large opportunities for vocational education and training, it should be the State's endeavour to produce among agricultural labourers the types of leadership and the level of understanding of the needs of the village community as a whole without which reorganisation of the rural economy may meet serious difficulty.

The following States have so far fixed rates of minimum wages for agricultural workers :—

(a) Punjab ;
(b) Delhi ;
(c) Kutch ;
(d) Bihar ; and
(e) Ajmer.

It may be mentioned that while in all other cases minimum wages have been fixed throughout the States in the case of Bihar minimum wages have been fixed in district of Patna only. The Government of Orissa, Bilaspur and Coorg have published draft proposals for fixation of minimum wages. The Government of Uttar Pradesh have set up a Committee for advising the Government in the matter of fixation of minimum wages for agricultural workers. The recommendations of the Committee are under the consideration of the State Government. The Government of Tripura are considering the question of fixing minimum wages for agricultural workers. The Government of Madhya Bharat and Himachal Pradesh have constituted Committees under Section 5 (1) (a) of the Minimum Wages Act, 1948, to advise them in regard to fixation of agricultural minimum wages.

The International Labour Organisation and Agricultural Labour

The International Labour Organisation has been taking increasing interest in agricultural labour for sometime now. As early as in 1923 the first session of the Mixed Advisory Agricultural Committee was held, and thereafter eight regular sessions were held before the outbreak of the War. A Permanent Agricultural Committee was also constituted. It held its first session in 1938. The Committee was reconstituted after the War. India has been taking an active part in the deliberations of this Committee.

The second session of the Committee was held in 1947. Shri V. Narayanan, then Deputy Secretary in the Ministry of Labour, attended

this session as a representative of India. Shri Sadashiva Prasad, Deputy Secretary, Ministry of Labour, Government of India, attended the third session of this Committee which was held in September, 1949, as an expert member.

The preparatory session of the Asian Regional Conference of the International Labour Organisation was held in New Delhi in October-November, 1947. One of the resolutions passed at this session concerned wage policy. In pursuance of the decision of the governing body of the International Labour Organisation taken at its 105th session (June 1948) an out-line report on wage regulation in agriculture and introduction of measures to enhance the earning of primary producers was prepared by the International Labour Organisation and sent to the Government of India, Ministry of Labour. This was followed up by a Consultative Tripartite Meeting held in New Delhi on the 28th December, 1948, under the auspices of the Ministry of Labour, Government of India, with the International Labour Organisation representative with a view to placing a comprehensive report on the subject before the first session of the Asian Regional Conference held in Ceylon in January, 1950. The subject "Agricultural Wages and Incomes of Primary Producers" was discussed and a resolution embodying certain guiding principles was passed. The important recommendations related to the establishment of minimum wage fixing machinery in agriculture with equal representation for employers and workers, for fixation of (*a*) wages including perquisites, adequate to satisfy the minimum needs of an agricultural worker and his family, (*b*) of differential rates of wages according to skill involved and for the regulation of payments in kind.

At the 33rd Session of the International Labour Conference held at Geneva in June-July, 1950, a Convention and a Recommendation were agreed upon " Minimum Wage Fixing Machinery in Agriculture ". The proposed texts of the Convention and the Recommendation were adopted at the 34th session of the above Conference held in June-July, 1951 and the Conference adopted the Convention and the Recommendation on this subject.

The discussions on the subject " Holidays with pay in Agriculture " which were postponed at the 33rd session took place at the 34th session of the Conference held at Geneva in June-July, 1951. The principle of adopting a Convention and a Recommendation on this subject was agreed upon and the International Labour Office was instructed to prepare draft texts of a Convention and Recommendation for consideration at the 35th session of the Conference to be held in July, 1952. The Government of India subscribed to the desirability of introducing holidays with pay in agriculture but were against the adoption of the Convention in view of the existing circumstances in this country. They, however, were in favour of the adoption of the Recommendation for the present. The draft texts of the Convention and the Recommendation have since been prepared by the International Labour Office and have been circulated to the Member Governments for comments and modifications, if any.

CHAPTER XI

INDIAN LABOUR OVERSEAS

Indian workers first migrated to various countries overseas about the middle of the nineteenth century, under indentured labour schemes, mainly for the development of sugar plantations. Although these workers had the right of repatriation after a specified period of contract many of them did not avail of this right but chose to settle down in the countries to which they had migrated. By the beginning of this century when the indentured labour schemes were abandoned, a considerable number of Indians had settled down in various countries overseas. The following table shows the estimates of the number of Indians in some overseas countries and their proportion to the population of these countries.

TABLE CLXIII

ESTIMATED POPULATION OF INDIANS IN SOME COUNTRIES OVERSEAS*

Country	Total Population	Indian Population	Percentage of Indian to total population
Ceylon	66,33,617	7,32,258	11·0
Fiji Islands	2,69,274	1,25,674	47·0
Mauritius	4,28,273	2,71,636	63·4
Burma	1,46,67,146	10,17,825	6·9
Malaya and Singapore	54,53,793	6,04,508	11·0
Jamaica	13,40,395	26,507	2·1
Trinidad and Tobago	5,57,970	1,95,747	35·1
British Guiana	4,00,000	1,68,921	47·0

* Estimates relate to the years between 1946 and 1948. In the case of Burma the figures are for 1931.

The following paragraphs briefly describe the conditions of living, work and wages of Indian labour in some of the overseas countries.

CEYLON

The bulk of the Indian labour in Ceylon is employed on rubber and tea estates. It is estimated that nearly 7,91,000 Indian labourers were employed on various estates in Ceylon in 1951.

Wages.—The minimum rates of wages paid to the workers on rubber estates were, in view of the prosperous condition of the rubber industry, further increased to Rs. 1·30 for men, and Rs. 1·20 for women and 95 cents for children, with effect from the 1st April, 1951. The wages payable to the workers on tea estates continued to be Rs. 1·10, 90 cents and

65 cents for men, women and children respectively throughout the year 1951.

Labour Disputes.—An agreement was entered into between the Ceylon Workers' Congress and the Ceylon Estates Employers' Federation, effective from the 1st August, 1951, for the settlement of labour disputes.

Immigration.—Indian estate labourers continued to travel between India and Ceylon with identification certificates issued by their employers. The ban on the emigration of unskilled workers to Ceylon imposed by the Government of India on 1st August, 1939, continued to be in force.

Remittances for Ceylon.—The Exchange Control regulations under which estate labourers could remit to India only Rs. 60 per quarter was relaxed, and remittances upto Rs. 750 per quarter per household were allowed with effect from 19th September, 1951.

Education on Estates.—The Education (Amendment) Act No. 5 of 1951 reduced the maximum age limit of children on estates attending school from 16 to 14.

Fiji Islands

The economy of the Colony of Fiji is based on agriculture. The principal agricultural products are sugar, copra and banana. Sugar-cane production is in the hands of Indians. Indians are also engaged in almost all other occupations. The acreage of freehold land owned by Indians is hardly 2,000 out of the cultivable area of 382,000 acres in the Colony.

Cost of Living.—The cost of living index of Indian workmen rose from 100 in 1939 to 222 in Suva and its environs and 252 in country districts in January, 1951.

Wages and Hours of Work.—For field work, the ordinary wage is six shillings (Rs. 3-8-0 approximately), including cost of living allowances, for an 8 hour day, with opportunity for working extra time. A bonus of one shilling is given for one full week's work. Harvest wages are paid by piece work at a standard rate per ton and cane cutters can earn up to £F2 (Rs. 23-6-0 approximately) a week. Skilled agricultural labourers, ploughmen, tractor-drivers and the like are paid special rates ranging from £F2-5-0 to £F3 per week. A full week's work is normally 5½ days.

Mauritius

Trade Unions.—As at 31st December, 1950, there were 35 trade unions functioning.

Cost of Living.—Taking March 1946 as the base period the cost of living index for agricultural labourers was 126·1 in December, 1950.

Wages.—The average weekly earnings, including overtime payments, and average hours worked during December 1950 in the sugar industry were as follows :—

Category of workers	Earnings per week		Hours per week
	Rs.	C	
Artisans	28	46	Not available
Drivers	19	55	Do.
Sardars	15	79	Do.
Labourers—			
Men (Grande Bande)	21	45	36
Men (Petite Bande)	16	75	35
Women	8	75	34
Juveniles	9	05	36

The Indo-Mauritians form the bulk of the agricultural labourers. The ancestors of most of them came to Mauritius from India during the preceding century as contract labour. Since then many of them have acquired lands or houses of their own, or oxen to draw carts or cows to supply milk. They have left the sugar-estates in which they were originally stationed and now go to work as daymen on the estates. Their less enterprising or less ambitious brethern have remained in the housing provided by the estates. Adult male labourers living in the camps are less than a quarter of the total male adult labour force on sugar estates, and it is said that the number would be even less if the present housing shortage did not prevent them from going. About half the men living in camps are employed by the month, and are given houses free ; the other half are required to work for the estate at daily rates, whether they are living in estate houses or in their own houses on estate land. Their earnings may not be as high as those of recruited labour that has to be tempted to the estate in competition with other estates, but as the award of the Arbitration Court requires equal pay for equal work, in practice it is the harder but higher-paid work that is reserved for the workers from outside.

The Indo-Mauritians also supply a large number of the members of the clerical and commercial classes, but the majority of the artisans, dockers and other town-workers, besides fishermen, charcoal burners, etc., come from the general population. The general population also has a good share of clerical and commercial posts, and join with Indo-Mauritians in staffing the schools. The Chinese, though forming quite a large part of the population, are almost entirely confined to the shopping trade. There are no Europeans amongst manual workers at present.

Burma

Recruitment and Employment.—The year 1950, so far as the Indian labour in Burma is concerned, was on the whole a favourable one. There was no large-scale retrenchment except in the case of Burma Oil Company

workers at Chauk and Syriam and to some extent at Namtu. The idea of retrenchment of Indian labour from Government and quasi-Government establishments which had gained strength in 1949 lost its force to a considerable extent by the end of 1950. The proportion of Indians in several Government, semi-Government and private organisations is considerable, and a number of displaced Indian workers who were retrenched during the previous year but who stayed on in Rangoon, are also finding employment. It is understood that the whole problem of Indian labour in Burma is being gradually solved as the employers are finding them useful on account of their efficiency and the workers are now sticking to their jobs because they are realising the difficulties of finding alternative employment in India. The number of returnees from Burma also diminished considerably. Only 16,000 returned during the first eleven months of 1950 as against 55,000 during the corresponding period of the previous year.

Labour Disputes.—There were four trade disputes between the workers and their employers. Two of the disputes arose out of the retrenchment of Burma Oil Company workers at Chauk and Syriam and the other two were between the workers and the management of Steel Brothers and the B. B. T. C. L. Saw Mills. All the disputes were referred to the Industrial Courts, and as per award of these Courts about Rs. 6 lakhs became payable to the Indian workers. The employers placed the amount due to the workers at the disposal of the Director of Labour who sought the assistance of Protectors of Emigrants in India for arranging payments in India.

MALAYA

Employment.—The total number of Indians employed in various occupations in 1950 was 300,921 of whom 178,178 were employed in agriculture.

Trade Unions.—Membership of registered Employees' Unions on 31st December, 1950 was 54,579 as compared to 41,305 at the beginning of the year. Of this, Indians comprised 31,656 or about 58 per cent. of the total.

Cost of Living.—Taking 1947 as the base year, the price levels for some of the commodities consumed by Indian labour in 1950 were :—

1. Rice	.. 109
2. Other foodstuffs	.. 99
3. Firewood	.. 110

BRITISH WEST INDIES INCLUDING BRITISH GUIANA

Indian labour was first introduced into Trinidad in 1844, into British Guiana in 1838 and Jamaica in 1845, on an indentured system. By 1911 immigration more or less came to an end as far as Jamaica and British Guiana were concerned. In Trinidad, immigration continued till 1917

when it ceased altogether. Indians found in other smaller British islands of the Caribbean area must have migrated subsequently from these three colonies on their own accord.

Employment.—Although originally Indians came as agricultural labourers, today they or their descendants have entered into all walks of life. There are Indian Legislators, Executive Councillors, Barristers, Solicitors, Magistrates, Doctors, Dentists, Farmers, Dairymen, mechanics, taxi-drivers, petty shopkeepers and prominent businessmen. In the last mentioned sphere Indians have displayed their greatest innate merit.

Although Indians have made rapid progress, the lowest paid worker of these colonies still remains to be the Indian who is to a very large extent employed in the sugar industry. Employment of Indian labour in other occupations and industries is exceptional. An account of the conditions of labour in the sugar industry, therefore, depicts the conditions of the Indian labour in the West Indies. The following account, therefore, of the conditions in the sugar industry gives a complete picture of the working and living conditions of Indian labour. British Guiana sugar industry employs about 27,000 workers annually. In Trinidad, in the 1950 season time, the sugar industry employed 20,799 workers.

There are two broad divisions of work, *viz*, field work and the factory work. Indians predominate among the field workers, and Negroes in factories. The reason for this distribution is purely historical. The indentured labour from India went *en bloc* to the fields. Lately, however, as the Indians are prepared to work for smaller wages, young Indians have been taken in the factories and also as tractor drivers and mechanics. But this, considering their numbers, can only be taken as exceptional.

Although workers live on estates, in many cases they are not entirely dependent on their earnings from their work on plantations. In many cases, they have a plot of land each of one or two acres (belonging to the estate) where they grow vegetables. There have been complaints that due to their being engaged on these plots, the Indian workers did not work on the estates daily. As a result, all the lands allotted to workers in British Guiana were taken back by some estates. In Trinidad, it is estimated that a worker, on an average, puts in three to five hours of work a day. In British Guiana they work for two to three days a week. In order to finish their work, they put in 12 or more hours a day.

Indians are known for sending their minor children to work as wage earners. In none of the three territories is there any restriction on employment of women in the fields. The women are generally allotted lighter work of weeding and "moulding the cane".

Holidays and Pensions.—In the absence of continuous full time employment, which is a prerequisite of such privileges as holidays and pensions, the workers in the field were not being given any holidays or

pensions till recently. It has, however, been decided, following the recommendations of the Venn and Soulbury Commissions that a week's holiday should be given with full wages for each crop season (in Br. Guiana) and each year (in Trinidad) for workers who work for 75 per cent. of the number of days in the crop season (B.G.) and for 234 days (Trinidad). In case of workers (Trinidad) who come only for crop seasons, the qualification and leave are reduced proportionately. A nominal old age pension is, however, given to the aged and the blind both in British Guiana and Trinidad. To qualify for these pensions a person has to be 65 years of age (40 in the case of blind). His monthly means from other sources should not exceed $6·00 in Trinidad and $ 3·50 in British Guiana. In British Guiana the pension is $ 3·00 per month and is augmented sometimes by grants from the estates. In Trinidad the amount of pension has been raised to $7·00 per month.

Wages and Cost of Living.—In British Guiana during the year 1948 the average daily earnings of resident (Indian) men field workers were $ 1·91. Those of non-resident (Negro) were $ 2·05. The average yearly earnings of an adult male field worker were $ 293·00; of male factory workers (mostly Negroes) $397·00; of all women field and factory workers $ 166·00. Taking the base as 100 for the year 1939, the 1948 Cost of Living Index for the Indian families stood at 223 in British Guiana. During the same period the wages rose from 76·2 cents to $ 1·91. The Venn Commission remarked that the persons who found the wages too low were either old and weak or had unusually large families to support. The workers' representatives, however, thought that the Cost of Living Index was far too low and did not represent the true Cost of Living. The sugar workers in British Guiana received a wage increase of 20 cents per ton and 6½ per cent. increase in cost of living bonus in 1950.

In Trinidad, in the Southern estates, the fortnightly average earnings of those who work 10 days and more were $ 16·68 for field workers and $ 29·86 for factory and transport workers. Factory and transport workers are skilled workers and a majority of them are Negroes. The wages include 15 per cent. war bonus and cost of living bonus of $ 1·95 for field workers and $ 1·86 for factory workers. They also include a 12½ per cent. wage increase granted in 1950. A further increase of 12½ per cent. in the basic wage has been accepted for the year 1951.

In Trinidad the Cost of Living Index today is 235 compared to the base year 1935 taken as 100. This gives an increase of 135 but according to the Soulbury Commission the increase which was 127 at that time is under-estimated. The average increase for food alone in 1948 was 162. The two 12½ per cent. increases in the wages during 1950-51 resulted from the Soulbury Commission's recommendations.

Housing.—Since the termination of the indenture system the employers are not responsible for providing living accommodation to the workers. The workers, however, are still living on the estates either in the obsolete barracks ('ranges') or in their own houses on the estate lands.

They pay nominal rental to the estates to ensure the latter's ownership. In some cases they are charged no rental. In addition to those working on the estates other workers also continue living on the estates. Those living outside have to pay a heavy rental to land owners, in many cases Indians.

In British Guiana, in 1948 out of the total estate population of 75,695 about 42,748 were living on the estate owned houses (1,217 of which were obsolete 'ranges', 241 were new, 5-4 section dwelling, 1,707 one-family cottages and 282 two-family cottages). The remaining 32,947 persons were living in privately owned buildings on the estate lands.

In Trinidad the barrack population in 1949 was 6,741 which was accommodated in 386 barracks. Of these, only 3,169 persons were estate employees. The remaining 12,000 employees (total being 17,000) live either in their own houses on the estates or in villages outside the estate area.

CHAPTER XII

INDIA AND THE INTERNATIONAL LABOUR ORGANISATION

The International Labour Organisation was established in the year 1919. The aims and objectives of the Organisation were redefined by the 26th Session of the International Labour Conference in the Declaration of Philadelphia adopted in May, 1944. This declaration reaffirms the fundamental principles upon which the Organisation is based and, in particular, that: "(a) labour is not a commodity; (b) freedom of expression and of association are essential to sustained progress; (c) poverty anywhere constitutes a danger to prosperity everywhere; and (d) the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of Governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare". It asserts the primacy of the social objective in international policy and defines the objectives as being the attainment of conditions in which all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, etc. The Declaration recognizes for this purpose the solemn obligation of the Organisation to promote programmes to achieve full employment and the raising of standards of living, recognition of the right of collective bargaining, extension of social security, etc.

The International Labour Organisation consists of Member States, whose number on 1st February, 1952 was 65.* India has been an active member of this Organisation from its very inception. She has been recognized to be one of the eight leading industrially important countries in the world. Her contribution to the total finances of the Organisation has also been considerable. The total budget of the I.L.O. for 1951 was U. S. $ 6,219,506 out of which India's contribution came to U. S. $ 275, 524 (Rs. 1,311,495) *i.e.*, 4·43 per cent. of the total. The total budget for the year 1952 is U. S. $ 6,470,639 of which India's contribution is U. S. $ 269,826 (Rs. 1,284, 370) or 4·17 per cent. of the total.

The functions of the I. L. O. are carried on through its three principal organs, namely, (a) the International Labour Office which is its permanent Secretariat; (b) the Governing Body, which is its executive, and (c) the International Labour Conference.

(a) *International Labour Office.*—The total number of posts in the International Labour Office, Geneva, provided for in the 1951 budget,

* The International Labour Conference adopted on 21st June, 1951 a resolution re-admitting Japan to membership of the International Labour Organisation. Under the terms of this resolution Japanese membership will become effective as soon as the Government of Japan communicates to the Director-General of the International Labour Office its formal acceptance of the provisions of the Constitution of the I. L. O. and of the terms of the Conference's resolution. Other new members are the Federal Republic of Germany and Yugoslavia.

was 617. Of these, 242 were Members of Divisions or Officers of the rank of Member of Division and above. The total number of Indians employed in Geneva on the staff of the Office in November, 1951 was 11, of which 9 were of the rank of Member of Division or above and 2 were of the rank of Assistant Member of Division. One of the Indian members of the I. L. O. staff in Geneva is at present on deputation with the United Nations Technical Assistance Division at New York. Another Indian (Shri Raghunath Rao) holds at present the post of an Assistant Director-General. Recently, Shri Chitra, an expert from India, has been employed by the I. L. O. under its Technical Programme. The staff of the Indian Branch of the I. L. O. New Delhi, includes a Director and three other officers.

(b) *The Governing Body.*—The Governing Body of the International Labour Office consists of 32 members, 16 representing Governments, 8 representing employers and 8 representing workers. Eight out of the sixteen Government seats are held by eight countries, of which India is one, of chief industrial importance. In addition to this, India has at present two more members on the Governing Body, representing the Indian employers and workers. Shri V. K. R. Menon, Secretary, Ministry of Labour, Government of India, is India's representative in the Government group of the Governing Body.

(c) *International Labour Conference.*—The General Conference, which is usually convened once a year is composed of four representatives of each of the members, of whom two are to be Government delegates and the two other delegates representing respectively the employers and work people of each of the Member States. Each delegate may be accompanied by advisers not exceeding two in number for each item on the agenda of the Conference. The Conference in the course of its 34 sessions held so far, has adopted 100 Conventions and 92 Recommendations, a complete list of which is given in Appendix III. Of these, India has so far ratified the 19 Conventions mentioned in the statement attached to this section.* In addition to the Conventions, which she has ratified, India has incorporated into national legislation the essential features of some of the other Conventions.

Industrial Committees

With a view to studying in detail the special problems of important industries, the I. L. O. set up during 1945-47 Industrial Committees for the following eight industries: coal mining; inland transport; iron and steel; metal trades; textiles; building, civil engineering and public works; petroleum production and refining; and chemicals. During 1945-50 these committees held 23 meetings. India is a member of all the Industrial Committees, except the one relating to petroleum production and refining and has taken an active part in their proceedings.

* Convention No. 2 (Unemployment Convention, 1919) was ratified by India. It was however, denounced in 1938.

OTHER COMMITTEES AND CONFERENCES

The I. L. O has also set up Committees of Experts and Correspondence Committees for dealing with problems relating to agriculture, accident prevention, industrial hygiene, recreation, indigenous labour, juvenile employment, women's work, social security, statistics, migration, co-operation, etc. It has also set up a tripartite Committee on Work on Plantations, a Joint Maritime Commission and a Fact-Finding and Conciliation Commission on Freedom of Association.

During the period November, 1950 to December, 1951, India actively participated in a number of meetings convened by the I. L. O. Some details about these meetings are given below :—

Meeting	Period	Place	Remarks
1	2	3	4
	1950—		
1. 113th Session of the Governing Body.	13—25 November.	Brussels ..	Shri V. K. R. Menon and Shri M. A. Master represented Government and employers of India respectively.
2. 3rd Session of the Textile Committee.	28 November —9 December	Lyons	A tripartite delegation from India attended.
3 1st Session of the Committee on Work on Plantations.	4—16 Dec.	Bandung (Indonesia)	A tripartite delegation from India attended. Shri V. K. R. Menon was the Chairman of the Committee.
4. 2nd Session of the Asian Advisory Committee.	18—20 Dec.	Bandung (Indonesia)	A tripartite delegation from India attended.
5. Asian Technical Conference on Co-operation.	26 Dec.—2 January, *1951.*	Karachi	Two representatives (one official and one non-official) from India attended.
	1951—		
6. 1st Session of the Committee of Experts on Indigenous Labour.	16—27 Jany.	La Paz (Bolivia)	An Indian expert, who attended was selected as Vice-Chairman.
7. 3rd Session of the Building, Civil Engineering and Public Works Committee.	12—23 Feb.	Geneva ..	A tripartite delegation from India attended.
8. 114th Session of the Governing Body.	26th Feb.—10 March	Geneva ..	Shri K. N. Subramanian and Shri M. A. Master represented Government and employers of India respectively.
9. 4th Session of the Coal Mines Committee.	7—19 May	Geneva ..	A tripartite delegation from India attended. Shri V. K. R. Menon was the Chairman of the Committee.
10. 115th Session of the Governing Body.	1—2 and 21—22 June.	Geneva ..	Shri V. K. R. Menon and Shri M. A. Master (and Shri N. H. Tata) represented Government and employers of India respectively.

1	2	3	4
11. *34th Session of International Labour Conference.*	*6—29 June*	Geneva ..	*A tripartite delegation from India attended.*
12. 116th Session of the Governing Body.	30 June	Geneva ..	India was represented by Shri V. K. R. Menon (Government) Shri N.H. Tata (Employers) and Shri H. Shastri (Workers).
13. Meeting of Experts on Status and Conditions of Employment of Domestic Workers.	2—6 July	Geneva ..	Ane xpert from India attended.
14. 3rd Session of the Asian Advisory Committee.	10—13 Nov.	Geneva ..	Shri V. K. R. Menon was Chairman of the Committee.
15. 117th Session of Governing Body.	20—23 Nov.	Geneva ..	Shri V. K. R. Menon, Shri N. H. Tata and Shri H. Shastri represented India.
16. Asian Seminar on Labour Statistics.	21 Nov.—4 Dec.	New Delhi	Officials of Ministry of Labour actively participated in the Seminar.
17. *4th Session of Inland Transport Committee.*	*4—15 December*	Genoa (Italy)	A tripartite Indian delegation attended.
18. Asian Manpower Technical Conference.	12—22 Dec.	Bangkok	An expert from India attended the conference.

India was represented at the 34th Session of the International Labour Conference (Geneva, June, 1951) by a tripartite delegation consisting of Shri H. Sitarama Reddy (Leader of the delegation), Labour Minister, Madras and Shri V. K. R. Menon, Secretary, Ministry of Labour, Government of India, as Government Delegates, Shri N. H. Tata as Employers' Delegate and Shri Hariharnath Shastri as Workers' Delegate and a number of Advisers. The following were some of the subjects discussed by the Conference : (*i*) Objectives and minimum standards of social security ; (*ii*) Industrial relations (collective agreements, voluntary conciliation and arbitration, and co-operation between public authorities and employers' and workers' organisations) and (*iii*) Minimum wage and holidays with pay for agricultural workers. The conference adopted two international labour Conventions (one concerning minimum wage fixing machinery in agriculture and the other relating to equal remuneration for men and women for equal work) and four Recommendations (concerning minimum wage fixing machinery in agriculture, equal remuneration for equal work, collective agreements and voluntary conciliation and arbitration). The conference prepared for the work of its 1952 session by laying the foundations for the discussion and adoption of four international instruments and by placing on the agenda of that session three other items for first discussion. It also adopted a resolution relating to the maintenance and restoration of international peace and security.

TECHNICAL ASSISTANCE ACTIVITIES

The I. L. O. has undertaken technical assistance activities under the expanded programme of the United Nations and the specialised agencies for technical assistance to under-developed countries. Under this programme, a Technical Assistance Agreement between the Government of India and the I. L. O. was signed on 26th April, 1951. The Agreement defines the mutual responsibilities of the I. L. O. and India and provides that technical assistance requested on subjects falling within the competence of the I. L. O. is to be furnished primarily through the provision of experts, seminars, grant of fellowships or other arrangements for study and training outside the country. As a part of the I. L. O.'s technical assistance activities, a seminar on labour statistics was held at New Delhi in November-December, 1951 and another on factory inspection was held in February, 1952. Missions by Messrs. Raghunath Rao, Mukdim Oamay and V. Ratnavale were sent in April, 1951. The Government of India requested the I. L. O. to render technical assistance in respect of : (*i*) training of staff for the Employees ' State Insurance Corporation ; (*ii*) survey of and seminars on industrial hygiene problems in selected industries ; (*iii*) seminars on problems of factory inspection, industrial safety and welfare ; (*iv*) adoption of practical measures for increased productivity of labour ; (*v*) problems relating to the systems of payment by results ; (*vi*) organisation of vocational training for plantation workers not employed throughout the year ; (*vii*) interpretation and analysis of the results of the agricultural labour enquiry conducted by the Ministry of Labour ; and (*viii*) grant of various fellowships for labour relations administration, trade union organisation, minimum wage legislation, etc.

Regarding activities of the I. L. O. Asian Field Office, the I. L. O. held two T. W. I. (Training Within Industry) sessions for Indian participants and training programmes on organisation and administration of vocational training, organisation and administration of apprenticeship, organisation and administration of vocational instructor training and supervisory training. A pilot project on T. W. I. was also conducted by the Field Office in 1951 in Ahmedabad on the request of the Ahmedabad Textile Industry Research Association.

LIST OF INTERNATIONAL LABOUR CONVENTIONS RATIFIED BY INDIA

Convention	Date of registration of ratification
No. 1.—*Hours of Work (Industry) Convention, 1919*—limiting the hours of work in industrial undertakings to eight in the day and forty-eight in the week	14-7-21
No. 4.—*Night Work (Women) Convention, 1919*—concerning employment of women during the night	14-7-21

Convention	Date of registration of ratification
No. 6.—*Night Work of Young Persons (Industry) Convention, 1919*—concerning the night work of young persons employed in Industry	14-7-21
No. 11.—*Right of Association (Agriculture) Convention, 1921*—concerning the rights of association and combination of agricultural workers	11-5-23
No. 14.—*Weekly Rest (Industry) Convention, 1921*—concerning the application of the weekly rest in industrial undertakings ..	11-5-23
No. 15.—*Minimum Age (Trimmers and Stokers) Conventions, 1921.*—fixing the minimum age for the admission of young persons to employment as trimmers or stokers	20-11-22
No. 16.—*Medical Examination of Young Persons (Sea) Convention, 1921.*—concerning the compulsory medical examination of children and young persons employed at sea	20-11-22
No. 18.—*Workmen's Compensation (Occupational Diseases) Convention, 1925*—concerning workmen's compensation for occupational diseases.	30-9-27
No. 19.—*Equality of Treatment (Accident Compensation) Convention, 1925*—concerning equality of treatment for national and foreign workers as regards workmen's compensation for accidents ..	30-9-27
No. 21.—*Inspection of Emigrants Convention, 1926*—concerning the simplification of the inspection of emigrants on board ship ..	14-1-28
No. 22.—*Seamen's Articles of Agreement, Convention, 1926* ..	31-10-32
No. 27.—*Marking of Weight (Packages Transported by Vessels) Convention,* 1929—concerning the marking of the weight on heavy packages transported by vessels	7-9-31
No. 32.—*Protection against Accidents (Dockers) Convention (Revised), 1932*—concerning the protection against accidents of workers employed in loading or unloading ships	10-2-47
No. 41.—*Night Work (Women) Convention (Revised), 1934*—concerning the employment of women during the night	22-11-35
No. 45.—*Underground Work (Women) Convention, 1935*—concerning the employment of women on underground work in mines of all kinds	25-3-38
No. 80.—*Final Articles Revision Convention, 1946*	17-11-47
No. 81.—*Labour Inspection Cenvention, 1947*—concerning labour inspection in industry and commerce	7-4-49
No. 89.—*Night Work (Women) Convention (Revised),* 1948—concerning night work of women employed in industry.	2-3-50
No. 90.—*Night Work of Young Persons (Industry) Convention (Revised), 1948*—concerning the night work of young persons employed in industry.	27-2-50

CHAPTER XIII
SUMMARY OF IMPORTANT EVENTS

During the period under review the international tension continued. The drive for rearmament in the Western countries was intensified. Stockpiling and the consequent inflationary tendency throughout the world continued. At home there was a large influx of refugees from East Pakistan. Natural calamities such as floods and droughts and locust invasion on an unprecedented scale proved very destructive to the crops and the food situation in the country became somewhat serious. Not only were the hopes of self sufficiency in food belied but large quantities of foodstuffs had to be imported to stave off famine. India received assistance from a number of countries and prominent mention should be made of the food loan of two million tons of wheat from the United States Government. During the year the first general elections in the country were also held.

The employment situation in the country, however, showed some improvement. More work was available for unskilled labour and for workers in the jute and cotton industries as well as on the Railways and other Government undertakings. The records of the employment service organisation, however, showed that there was more unemployment among the middle classes seeking clerical jobs. Acute conditions of unemployment were also reported from certain areas such as Travancore-Cochin.

Important pieces of labour legislation enacted by the Central Government during the year were the Employees' Provident Fund Ordinance later replaced by an Act and the Plantation Labour Act. The Plantation Labour Act passed in October 1951 removed a serious lacunae in the scheme of labour legislation in the country by providing for the regulation of working conditions in the plantations and the enforcement of labour welfare schemes. Certain practical difficulties in regard to the implementation of the scheme of social insurance in the country necessitated the amendment of the Employees' State Insurance Act. The enforcement of the Part B States (Laws) Act of 1951 from 1st April 1951 brought labour legislation in the former princely States on a par with that in the rest of the country. During the period under review the Payment of Wages Act was made applicable by the Central Government to all classes of mines and by some of the State Governments to other sectors of industry particularly the plantations. An outstanding piece of legislation enacted by State Governments was the U. P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1951, designed to finance activities to promote the welfare of workers employed in sugar factories and the development of the sugar and power alcohol industries in the State.

The outline of the First Five Year Plan for the country drawn up by the Planning Commission deserves special mention. The plan has drawn up policies andprogrammes for agriculture and for industrial development. Health, education, housing and social welfare for the masses find

prominent place in the outline of the plan. Industrial Relations, Wages, Working Conditions, Employment and Training and Productivity are discussed in the Chapter on Labour and Industrial Relations.

By the end of 1949, the wage structure in the important centres of major industries had been placed on a somewhat scientific basis as a result of awards of Industrial Tribunals, etc. During the year 1950-51, therefore, there were not in evidence any large scale revisions in the wage rates, allowances, etc. However, workers employed in individual units in different industries got wage increases as a result of Adjudicators' awards although, in the absence of comprehensive statistics, it is not possible to estimate the total increase in the wage bills of industrial workers in the country. One notable feature of the year was that owing to the high profits made by the cotton mill industry in 1950, the Tribunals, etc., awarded to the workers bonuses on a somewhat generous scale and some 350,000 workers in the two major cotton textile centres, namely Bombay and Ahmedabad, received a bonus equivalent to 15 per cent. of wages. The Government of India granted during the year a flat increase of Rs. 5 per month in the dearness allowance of their low paid employees. During the period under review minimum wages under the Minimum Wages Act, 1948, were fixed for workers in a number of employments scheduled under the Act.

The index number of wholesale prices touched the peak of 457·5 in April 1951 as against 412 in December 1950. There was also a rise in the working class cost of living index numbers in most centres covered by the State and the Labour Bureau series. In Bombay, Sholapur, Nagpur, Kanpur and Madras the average indices for 1951 were 16, 30, 19, 17 and 9 points respectively higher than the average for the previous year.

The housing problem continues to be acute in most industrial areas in the country. The Government of India's scheme of Industrial Housing was put into operation in 1950-51. Against the loan of Rs. 1 crore advanced during 1950-51 the State Governments of Bombay, Orissa, Bihar and Madhya Pradesh built or proposed to build in all about 2500 houses. During 1951-52 a further loan of Rs. 168 lakhs was advanced to the State Governments under the Industrial Housing Scheme. On the employers' side only the plantation industry appear to have made any appreciable progress in providing houses for their workers.

A redeeming feature of the period under review was the all round increase in industrial production. The average index of industrial production (1946=100) based on the figures for the first seven months of 1951 was 114·5 as compared with 105·2 for 1950 and 106·3 for 1949. Industrial production in some important industries such as coal, steel, cotton, jute, paper, etc. was substantially higher than during the previous years. The increase in industrial production was chiefly due to the improvement in the labour situation and better transport facilities. The number of mandays lost on account of strikes and lockouts during the period October 1950 to September 1951 was only 55,81,979 as against 115,29,343 during the corresponding period in 1949-50.

APPENDIX I

SUMMARY OF IMPORTANT AWARDS, DECISIONS AND RECOMMENDATIONS IN REGARD TO INDUSTRIAL DISPUTES

Explanatory Note

Summaries of only the main findings contained in important awards are given in this Appendix. The awards have been classified according to industries and States. Whenever there are two or more awards in an industry in a State the chronological order of the date of publication has been followed. The awards have been arranged in the following order according to industries :—

TEXTILES :
- Cotton
- Silk

ENGINEERING :
- Motor Repairing

OTHER FACTORY INDUSTRIES :
- Cement
- Chemicals
- Rubber
- Sugar
- Tobacco
- Tiles

MINES :
- Coal Mining
- Mica Mining

COTTON

Bhopal State

*Award of the Industrial Tribunal, Bhopal in the dispute between the management and the employees of the New Bhopal Textiles Ltd., Bhopal.**

The dispute related to a demand for bonus for the year 1949-50. The management had agreed to give one month's wages as bonus subject to certain conditions but the workers demanded bonus equal to six months' wages. The workers based their demand on the ground that they had fully co-operated with the management throughout the year and that the cost of living had gone up considerably.

The management while disputing workers' claim denied the assertion that they had fully co-operated with the management during the year and pointed out that there were illegal strikes in the Mills during the months of April and September 1949 which resulted in a loss of four working days. They also contended that the cost of living figures for Bhopal had remained more or less stationary during the year.

After an examination of the balance sheet of the mills for the year 1949-50 and the profit and loss statement, the Tribunal observed that *the mills were in a position to pay more by way of bonus than one month's wages. Accordingly the Tribunal awarded bonus equal to 1/6th of the annual earnings of the workmen (exclusive of dearness allowance and any bonus*

*Published under Notification No. DD-CI/2 B2/- (18)-25 dated 21st November 1950 in the *Bhopal Government Gazette*, dated 2nd December 1950.

paid). The bonus was to be paid in full to all workers who had worked for not less than 75 days during the year. Workers who had worked for less than 75 days and more than 32 working days were to be granted bonus to the extent of 50 per cent. while those who had worked for less than 32 days were not to receive any bonus. Bonus was to be paid in two instalments by 20th January 1951.

Bombay State

*Award of the Industrial Court, Bombay, in the dispute between the Millowners' Association, Ahmedabad and the Textile Labour Association, Ahmedabad.**

The award relates to a demand made by the Textile Labour Association, Ahmedabad in regard to bonus for the year 1949. The Association contended that the profits of the cotton mills at Ahmedabad were not less than those at Bombay where a bonus equivalent to one-sixth of the employees annual earnings in respect of basic wages had been granted. Out of a total of sixty-five member-mills of the Millowners' Association, Ahmedabad two had stopped work during the year and the case of ten other mills alleged to have made losses was pending before the Labour Appellate Tribunal. Five mills had resigned their membership of the Association during the pendency of the reference. The Millowners' Association pleaded that the Court should wait for the decision of the Appellate Tribunal in regard to these ten mills and that the case should not be split up as the losses incurred by these ten mills would have to be ultimately deducted from the total profits made by the industry. The workers on the other hand contended that the case should be decided on the basis of profits made by the other mills. Holding the argument put forward by the mills as illogical, the Court did not agree to the proposition that *while losing concerns should be exempted from the payment of bonus, their losses should be deducted from the profits of other concerns in determining the bonus payable by the latter.* The Court accepted the workers' suggestion in the interest of early disposal of the dispute.

Denying liability for the payment of bonus, five mills, which had resigned from the membership of the Association contended that since they had renounced the advantages of the membership of the Association, the principle of 'collective bargaining' should not be adopted and their case should be considered separately. The Labour Association argued that the payment of bonus so far, has generally been at a uniform rate for the cotton textile industry at Bombay and at Ahmedabad. After careful consideration of the arguments the Court observed that these mills by resigning from the membership of the Association, had tried to evade or minimise the burden of bonus that they would have been required to pay otherwise and laid down the principle that there should be no differentiation in the rate of bonus payable by the mills which have made no losses, whether or not they were members of the Millowners' Association, as such differentiation would have a bad effect both on labour and the employers. It also stated that in deciding bonus for a particular year financial condition of the industry as a whole should be taken into account.

The matters which were mainly contested by the parties were: (1) the annual share of the mills in the total cost of replacement of machinery, (2) the reserves employed in the working capital, and (3) whether for 1949 the actual amount shown as depreciation should be allowed or the amount allowable under the Income Tax-Act.

Following the lines laid down by the Labour Appellate Tribunal's decision in Appeal No. 1 of 1950, the Court reached the following final calculations in respect of 53 mills (including the five which had resigned the membership of the Millowner's Association) in question.

	Rs. (in crores)
Gross profit for 1949	5·53
Deduct Depreciation	1·73
	3·80
One-sixth of the annual basic wages as bonus	1·30
	2·50
Taxation at 6½ annas in the rupee	1·01
	1·49

* Published on pp. 1319—33 of the *Bombay Government Gazette*, dated 22nd March 1951.

Reserves for rehabilitation (Rs. 2·26 crores minus Rs. 1·73 crores) ..	0·53
	0·96
6 per cent. on paid up capital (Rs. 11·50 crores)	0·69
	0·27
2 per cent. on reserves employed in working capital (Rs. 13·45 crores)	0·26
Balance .	0·01

These calculations showed a gross profit of Rs. 5·53 crores which after providing for necessary taxation, depreciation, cost of replacement of machinery and also six per cent. on the paid up capital of Rs. 11·50 crores, would leave enough to pay bonus to workers equivalent to one-sixth of their annual basic wages. The Court awarded bonus accordingly and ordered that the payment should be made by the 15th May, 1951.

*Decision of the Labour Appellate Tribunal in the dispute relating to bonus for the year 1949 in the Cotton Textile Industry in Bombay.**

The Industrial Court, Bombay in its award dated 7th July 1950 awarded bonus equivalent to 1/6th of basic earnings to all employees in 55 of the 59 mills under reference and absolved four other mills from paying bonus on the ground that they had incurred losses during the year. Against this award both the parties appealed to the Labour Appellate Tribunal. The Employees' Unions, contended that the whole of the Cotton Textile Industry would have to pay whatever bonus may be determined on the consolidated figures of the profit and loss account of all the mills and that the principle of collective bargaining should be extended in making the award for bonus on industry-cum-region basis and as such all the mills should have to pay bonus. The Tribunal rejected this contention and observed as follows :—

> "We are, therefore, not prepared to accede to the view that in the matter of payment of bonus a unit of an industry in a particular region should be ordered to pay on the ground that some amongst them are able to pay by reason of having surplus, particularly when that unit of the industry has been permitted to appear separately and raise a special defence.
>
> We accordingly over-rule this contention and hold that the Industrial Court rightly refused to direct the four mills to pay bonus to their employees for the year 1949".

On the other hand, the employers' representatives argued that when the wage structure has been settled by standardisation, bonus should be regarded as gratuitous payment ; if the standardised wages are not sufficient to meet the legitimate needs of the employees the remedy lies in having the wage structure revised and that at any rate the grant of bonus cannot be made for the purpose of making up the deficiency between actual and living wages. The Tribunal replied to this contention in the following words :

> "Bonus is cash payment made to employees in addition to wages. It cannot any longer be regarded as an ex-gratia payment, for it has been recognised that a claim for bonus, if resisted gives rise to an industrial dispute, which has to be settled by a duly constituted Industrial Court or Tribunal. "It differs from wages in that it does not rest on contract, but still payments for bonus are made because legally due, but which the parties do not contemplate to continue indefinitely" (per Lord Birkenhead in Satton Vs. Attorney General, (1923) 39 T.L.H. 294). Where the goal of living wages has been attained, bonus, like profit sharing would represent more as the cash incentive to greater efficiency and production. We cannot, therefore, accept the broad contention that a claim to bonus is not admissible where wages have (as in the case before us) been standardised at a figure lower than what is said to be the living wage. Where the industry has capacity to pay, and has been so stabilised that its capacity to pay may be counted upon continuously payment of "living wage" is desirable but where the industry has not that capacity or its capacity varies

* Published under Order No. LA 6(27)—2953, dated 9th October 1950.

or is expected to vary from year to year, so that the industry cannot afford to pay living wages bonus must be looked upon as the temporary satisfaction, wholly or in part, of the needs of the employees. In the case before us wages of the employees had been standardised by an award made by the Industrial Court, Bombay. It is not denied that the standardised wage falls short of the living wage as some of the other factors which contribute towards a living wage are still wanting. In these circumstances, the second and the third contentions of Sir Jamshedji also cannot be accepted."

Further, the Tribunal gave consideration to the general principles governing the bonus. In the Tribunal's opinion the first charge on the gross profits should be the amount of money that would be necessary for rehabilitation, replacement and modernisation of the machinery. Depreciation allowed by the Income Tax Authorities is only a percentage of the written down value. The fund set apart yearly for depreciation and designation under that head would not be sufficient for these purposes. An extra amount would have to be set apart under the heading of reserves to make up that deficit. As regards the fair return on capital the Tribunal was of the view that an amount of 6 per cent. per annum on the capital and the reserves employed as working capital should be deducted from gross profits before the surplus available for the payment of bonus is arrived at. In their opinion the claim of the employees for bonus would only arise, after making provision for (a) prior charges and (b) a fair return on paid up capital and on reserves employed as working capital. In the light of these general principles the Tribunal considered the balance sheets of the textile industry placed before them and arrived at a figure finally for distribution as bonus. They observed : " essentially the quantum of bonus must depend upon the relative prosperity of the concern during the year under review, and that prosperity is best reflected in the amount of the residuary surplus ; the needs of labour at existing wages is also a consideration of importance but we should make it plain that these are not necessarily the only considerations. Our approach to these problems is motivated by the requirement that we should ensure and achieve industrial peace which is essential for the development and expansion of industry. This can be achieved by having a contented labour force on the one hand and on the other hand an investing public who would be attracted to the industry by a steady and progressive return on capital which the industry may be able to offer. It goes without saying that if the residuary surplus is appreciably larger in any particular year it should be possible for the company to give a more liberal bonus to the employees. The Tribunal finally came to the conclusion that there are no grounds for disturbing the decision of the Industrial Court as regards the quantum of bonus. The bonus at the rate of 1/6th of the basic earnings to all employees whether permanent or temporary, of all the 55 mills was directed to be paid subject to the following conditions :

1. employees who had worked for less than 75 working days but more than 32 working days were to be paid a bonus to the extent of 50 per cent. that is to say, 1/12th of their basic earnings.
2. bonus was to be calculated on earnings exclusive of dearness allowance and bonuses paid during the period between the 1st January and 31st December 1949 ;
3. In the case of women, who had been on maternity leave during the said period the actual maternity allowance drawn by them was to be included in their earning for the purpose of calculating the bonus payable.

Hyderabad State

*Award of the Industrial Tribunal, Hyderabad in the Dispute Between the Management and the Workmen of the Azamjahi Mills Ltd., Warangal, (Hyderabad)**

The dispute between the Azamjahi Mills Ltd., Warangal and its workmen arose out of the workers' demand for an increase in dear food allowance and grant of an additional bonus for the year 1948-49.

The workers claimed that in view of an all-round increase in prices of essential commodities, the existing dear food allowance of Rs. 30 per month should be increased by 40 per cent. *i.e.*, to Rs. 42 p.m. The management refused to accept the claim on the ground that, since April 1950, there had been a definite decrease in the cost of living index number and that any increase in the dear food allowance would adversely affect the Company's post-war expansion schemes. They further stated that in addition to a reason-

* Published under Labour Department Notification No. 109, dated 28th October 1950, in *Hyderabad Government Gazette*, dated 9th November, 1950.

able wage and dear food allowance the company had been providing the workers facilities like tea and snacks at the mill canteen and cloth at rates cheaper than the cost of production. The workers on the other hand pointed out that the Hyderabad State cost of living statistics were not up to date and did not reflect the exact position.

The Tribunal observed that the scrutiny of the company's balance sheets for the last four years revealed that it was a very prosperous concern and its prosperity was partially due to the efforts of the workers. *The tribunal held that the company was in a position to pay more to its workmen by way of dear food allowance and awarded a flat increase of Rs. 6 per month in the existing dear food allowance with effect from 1st May 1950.* The Tribunal did not think it advisable to link the dear food allowance to the cost of living index number as the cost of living statistics in Hyderabad State were not very accurate.

Regarding bonus, the company stated that they had already paid (for the year 1948-49) bonus equal to two months' wages and that profits during the year 1948-49 went down considerably as compared to the profits earned during 1947-48. The workers on the other hand stated that the actual profits (including hidden profits) during the year 1948-49 were much higher than those declared by the company and demanded bonus equal to six months' wages.

The Tribunal examined the matter in detail and concluded that *during the year 1948-49, there was a steep fall in profits due to increase in cotton prices, reduction in the price of cloth and increase in the wage bill on account of increased dear food allowance.* It also observed that *in the textile industries, generally the bonus paid was linked to the profits distributed, i.e., the dividend declared.* The Tribunal held that the bonus equal to two months' wages as already paid by the company was quite reasonable, compared to the 15 per cent. dividend paid to shareholders for the year 1948-49 and therefore, rejected the workers' claim for an additional bonus of 4 months' wages.

TRAVANCORE-COCHIN

*Award of the Industrial Tribunal in the dispute between the management and workers of the A. D. Cotton Mills, Quilon (Travancore-Cochin)**

The following is the summary of the decisions of the Tribunal on various points :

Basic wages :—The Tribunal, after taking into consideration the various aspects of minimum wage fixation, fixed a basic wage of Re. 0-14-0 per day or Rs. 22-12-0 per mensem (of 26 working days) for the lowest paid workers. The expert committee appointed to assist the Tribunal worked out a scheme of standardisation of work and wages and also fixed the proportionate increase to be given to the various workers in the higher categories. In view of the adoption of standardised rates of wages for different jobs, the Tribunal rejected the claim for a time-scale increment in wages.

Dearness allowance :—The Tribunal awarded a dearness allowance linked to the cost of living index number for Madras City. The rate of the allowance was at $2\frac{1}{3}$ annas per point of rise above 100 and was payable for a month of 26 working days.

Bonus.—The claim was for a bonus of 25% of total earnings for 1948. The Tribunal awarded a bonus of 7% of wages for 1948. It also held that no decision can be given on the demand for fixing the percentage of bonus payable in future years.

Holidays with pay :—The Tribunal held that, besides the holidays allowed under the Indian Factories Act, the workers should be given 8 days leave, to be availed of only as sick leave or casual leave. Of these 8 days only four days will be with pay.

On a number of other issues which related mostly to the number of workers to be employed in certain departments, the work loads for different types of workers, the basis for confirmation in a grade etc. the Tribunal gave its decision in accordance with the scheme worked out by the Experts Committee.

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* Published under Order L-2-10465/49/D.D, dated 16th August 1950.

SILK

Bombay State

*Award of the Industrial Court in the dispute between the management and employees of the Bombay Silk Mills, Bombay.**

The order of the Wage Board regarding dearness allowance to the workers in Bombay Silk Mills has been summarised in the January 1951 issue of the *Indian Labour Gazette.* The workers had asked for neutralization of increased cost of living since 1939 at the rate of 75 per cent. on the basis of the basic wages of all workers *i.e.*, Rs. 30 per month. The Wage Board found that if the demand was granted it would cost to the mills a sum of about Rs. 336,684 a year at the cost of living index as it stood in April 1950, *i.e.*, 307. It was definitely of opinion that the mills would be unable to bear this additional cost and accordingly it refused to grant the workers' demand. It held that not more than 67·5 percent. neutralization could be granted and ordered accordingly.

An appeal was preferred from this decision of the Wage Board to the Industrial Court, Bombay. After reviewing the findings of the Wage Board the Court observed that four main considerations could legitimately be urged against accepting the conclusion of the Board :—

(1) It is to be remembered that the minimum wage in the industry is Rs. 30 a month and that the neutralization of the increased cost of living since 1939 is to be effected with reference to the basic earnings or minimum wage of Rs. 30 per month ; so that on higher basic wages an operative would get comparatively a lesser proportion of his wages as dearness allowance and even as regards those who are in receipt of the minimum wage, which is a wage on the bare subsistence level, the more the rate of neutralization falls below 100 per cent. the more is he pushed below the subsistence level as the cost of living increases.

(2) The Board have, on material which must be considered rather unsatisfactory, been compelled to make conjectures on the basis of certain statistical results that the mills would be unable to bear the burden that would be entailed if the workers' demand was conceded. That demand could at best be based on guess work as to the mills' profits and in this instance appears to have been based on the rate of neutralization awarded by the Industrial Court in the earlier appeal ; it is noteworthy that on the present occasion the union has refrained from pitching its demands as high as on the last occasion. In these circumstances it was for the mills to show that they were unable to bear such burden. The fact that a large number of mills did not submit audited accounts and balance sheets emphasises this aspect of the question and shows that the mills have failed to discharge the duty which lay upon them on this point.

(3) The Board compared the profits, etc., of the two sets of mills in the two references for different periods, *viz.*, for the period 1943 to 1947 in the earlier reference and the period 1946-47 to 1948-49 in the present reference. It might be that in the latter period the profits were not so high as in the earlier period, but one would expect that that would be the case in all mills generally and not in respect of the mills under the present reference alone ; so that if a higher rate of neutralization was permissible in respect of the mills under the earlier reference, it is possible that if their case was considered in respect of the latter period under the present reference a different conclusion might have been reached. To a certain extent the Wage Board has been misled in comparing the results relating to different periods in the case of the mills.

(4) In paragraph 8 of the Wage Board's order under appeal it has considered four matters, *viz.*, the average range of gross profit, the dividend, depreciation and reserves. If it is mistaken in its conclusion as to the dividends it is not possible to say what would have been its general conclusion if the correct position as to that point had been realised. It was possible to reach the conclusion that the increase in the rate of dividend sufficiently offsets the disadvantageous position of the present mills as regards the three other criteria adopted.

The Court came to the conclusion that the principles applicable and the proper approach to the problem under consideration had not been sufficiently appreciated by the Board and that this was a case in which the demands made by the employees deserved to be granted *in toto.* Accordingly the Court directed that the rise in the cost of living over the August 1939 level should be neutralized to the extent of 75 per cent. instead of 67·5 per cent.

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* Published in the *Bombay Government Gazette* of December 14, 1950.

ENGINEERING

MOTOR REPAIRING

BOMBAY STATE

*Award of the Industrial Tribunal in the dispute between the management and employees of the Ford Motor Co. of India Ltd., Bombay.**

In December, 1946 the General Body of the Bombay Automobile Employees Union, Bombay adopted a Charter of Rights, which was forwarded to the Company. The Company gave a detailed reply to the various demands covered by the Charter, but this reply could not satisfy the Union. The matter was, therefore, taken to the Conciliator. Conciliation proceedings having failed, the dispute was referred in October 1947 to the Industrial Tribunal, which gave its award in May 1948. The award was to remain in operation for a period of one year. In May 1949 the General Body of the Union resolved to forward a memorandum of the demands to the Company. In the forwarding letter the General Secretary of the Union had stated that in these demands no new matter had been brought up but that they were only a reiteration of the various benefits already granted in various awards of adjudicators and commissions. The letter further stated that the whole matter was brought up for review *de novo*. Many of the demands which came up before the present Tribunal were the subject matter of an earlier award. The representative of the Company, therefore, raised a preliminary objection that unless a change of circumstances was proved by the Union, the earlier award should be allowed to stand. The Union on the other hand contended that the fact that since the previous award was made, awards made in respect of disputes between other parties had gone further in respect of benefits conferred by the award, the question could be re-agitated. Considering a number of authorities on this point the Tribunal came to the conclusion that whether as a rule of law or as a rule of prudence, the Union should not be allowed to re-agitate a question considered and decided upon by the previous Tribunal unless it shows a change of circumstances.

Standing Orders.—The Union desired that the Tribunal should direct the Company to frame Standing Orders with the consent and approval of the Union. It also wanted that disciplinary action should not be taken directly or indirectly against any employees for participating or promoting legitimate trade union activities. The Tribunal observed that the Company had submitted draft Standing Orders to the Commissioner of Labour, Bombay as required under the Industrial Employment (Standing Orders) Act, 1946. *It would be possible for the Union to put forward its objections to the draft Orders, before the Commissioner, who was the certifying authority under the Act, and hence no direction was necessary in respect of the framing of the Standing Orders.* In its written statement, the Company had stated that it had never objected to the reasonable union activities and that no employee would be penalised for participating or promoting legitimate union activities provided his activities in that direction do not interfere with the duties to the Company. In view of this statement, the Tribunal did not give any specific direction on this point.

Promotions, Transfers and New Appointments.—The Union complained that the Company did not give any scope to the existing employees to rise to higher position, and that it had at no time informed the existing staff of the occurrence of any vacancy or the creation of any new posts. The Company on the other hand contended that the question of promotion, transfers, etc., was a matter of internal management and the Tribunal should not interfere with it. It had, however, no objection to notify any vacancy for new posts whenever they occurred. The Tribunal recognised the necessity of having promotions of existing staff but did not give any specific direction on this point. It however, directed the Company to notify vacancies or new appointments on the Notice Board for the benefit of the members of the existing staff.

Another demand of the Union was that no outsider should be engaged unless it was impossible to fill the vacancy from the existing staff. On this point the Tribunal directed that other things, such as efficiency, qualifications and skill being equal, seniority should be respected in giving promotions or making appointments for newly created posts.

Holidays.—The Union demanded that all public holidays notified by the Government of the State of Bombay should be observed for all monthly rated employees of the Company. The Tribunal observed that some monthly rated employees were attached to the plant of the Company and in their case the holidays under the Factories Act alone

* Published under order No. 1214/48 dated 2nd Feb., 1951.

would have to be observed. *It further directed that all Government notified holidays except the bank balancing holidays and those for by-elections to the Legislature or Municipal elections should be observed by the Company in its Head Office and that on days notified as holidays in connection with elections the Company should give all facilities to its employees to exercise their franchise.*

Provident Fund—The Union demanded that all existing privileges, benefits, terms and conditions under the Provident Fund rules should be continued. It made certain additional demands in respect of the Provident Fund and its rules. The Company contended that the Provident Fund was a separate and properly constituted trust fund and was being administered by the trustees in accordance with the rules and regulations of the Fund, and the provisions of section 58 of the Indian Income Tax Act. According to the Company the trustees were not parties to this dispute and no alterations to the trust contained in the rules could be made without the consent of all the members of the Fund, the Company and the approval of the Commissioner of Income Tax. The Tribunal, however, observed that the objection of the Company would be valid so far as the demand seeking alterations in the Provident Fund Rules were concerned. So far as the demand related to the continuance of the existing privileges, benefits, terms and conditions under the Provident Fund Rules, the objection would not stand. *It, therefore, directed that all existing privileges, benefits, etc., under the Provident Fund Rules should be continued.*

Duty Allowance.—The Union demanded a duty allowance of 20 per cent. of basic pay to be paid to those monthly rated workers who were working in the factory or as out-door staff. The Company argued that after the enforcement of another award it had been paying to the clerks attached to the factory, additional wages calculated at the normal rate for the increased hours of work on Saturdays. It showed its readiness to pay to the monthly rated staff attached to the factory 10 per cent. of the basic salary in addition to what it had been paying for the increased hours of work on Saturdays. *The Tribunal directed that 15 per cent. of the basic salary should be paid as duty allowance to such of the monthly rated staff as were attached to the factory and that this allowance should be taken into account in calculating the dearness allowance.*

Dearness Allowance.—Since 1st March 1947, the Company had been paying dearness allowance on the following scale.

1. To employees receiving up to Rs. 100 per month as wages for regular time (exclusive of overtime)—Millowners' scale for textile workers in the City of Bombay or 60 per cent. of the amount representing earnings on regular time (not over-time) whichever is higher.

2. To employees receiving in excess of Rs. 100 per month as wages for regular time (exclusive of overtime)—60 per cent. on first Rs. 100 and 30 per cent. or the balance of the amount representing earnings on regular time (not overtime).

The figure of 60 per cent. was based on a cost of living index figure of 280 and changes upwards or downwards were made on the basis of 5 per cent. for every rise or fall of 15 points from the figure of 280. The Union demanded an increase of 5 per cent. in respect of each of the slabs, *i.e.*, for the first slab up to Rs. 100 the Union wanted 65 per cent. and for the second slab, *i.e.*, in excess of Rs. 100, 35 per cent. The Tribunal, after a comparative study of rates of dearness allowance in some other concerns, found the demand unjustified. It, however, modified the variation from " 5 per cent. for every rise or fall of 15 points from the figure of 280 " to " 5 per cent. for every rise or fall of 10 points for the slab of Re. 1 to Rs. 100 and 1½ per cent. in the slab of Rs. 100 and above. "

Leave.—The Union claimed one month's privilege leave with full pay and allowance for every 11 months' of service with a right of accumulation at the discretion of the employee up to a period not exceeding three months. It further demanded that the period during which an employee was on leave with pay should be considered as service period for calculation of leave. Regarding the first demand, the Tribunal laid stress on the principle that absence from duty for long periods in industrial concerns should be discouraged, because it affects production and economy. If the second demand was to be accepted, the leave allowed would be not for 11 or 12 months of service, but for a shorter period of service. Both the demands were, therefore, rejected.

Award of the Industrial Tribunal in the dispute between the management and employees of the General Motors India Ltd., Bombay.*

The dispute was between the General Motors, India Ltd., Bombay and the hourly rated workmen employed under it.

* Published under order No. 2279/46 dated 8th Feb., 1952.

Dearness Allowance for full Month.—The workers demanded that they should be paid dearness allowance for all the days of the month including Sundays and paid holidays. It was contended on their behalf that the Company had not been paying the allowance in respect of all the guaranteed 26 days and the 13 work-free hours on Saturdays in the month, although it had been paying basic wages. *At the hearing both the parties agreed that the allowance should be paid in respect of all hours for which the workmen receive basic wages whether they were actually required to work during those hours or not and that the allowance need not be paid in respect of weekly off days and other holidays on which they were not required to put in work.*

Unemployment Compensation.—The demand was for compensation on account of enforced unemployment to such of the workmen as had been retrenched by the Company since January 1949. *The Tribunal did not agree that a retrenched employee should* ipso facto *get compensation as an unemployment benefit—and directed that in the absence of a specific claim for compensation on behalf of the individuals concerned, no award prescribing in general terms a scale for compensation in the nature of unemployment benefit could be made.* It was improper to award compensation on a stated scale without examining whether the employee concerned had made reasonable efforts for finding alternative employment and had remained without getting any, so that his unemployment could properly be said to be enforced unemployment resulting from the employer's act of abruptly terminating his services.

Bonus.—The workers demanded six months' wages with dearness allowance (or an equivalent amount in basic wages) as bonus for the year 1949 on the basis of 26 working days per month. The Company had paid three months' basic earnings as bonus for the year 1948. The Company argued that its production and sales had fallen in 1949 to 81 per cent. compared to those in 1948 and that whereas in 1939 it had commanded 48 per cent. of the Indian market, in 1948 it could retain its hold on only 27 per cent. and in 1949 on barely 23 per cent. *Having regard to the guiding principles set out in the Labour Appellate Tribunal's decision in the cotton textile dispute in Bombay as also to the quantum of bonus accepted or awarded in the past the Tribunal found it appropriate to direct the Company to distribute bonus in respect of the year 1949 on the same level as in the preceding year.* According to the Tribunal "whatever the surplus in any given year, the bonus to be distributed must bear a fair relation to bonus granted in the past." The Tribunal observed that the employees had not put in any special effort and hence the production and net profit had fallen. It did not, however, propose to reduce the quantum of bonus, as the Company too had not reduced the dividend in like proportion. The Tribunal directed the Company to pay bonus for the year 1949 to its workmen equal to ¼th of their basic earnings during the year, irrespective of whether they had continued in employ until the close of the year. No bonus, however, was to be paid to employees dismissed for misconduct resulting in financial loss to the Company.

OTHER FACTORY INDUSTRIES

CEMENT

Saurashtra

*Award of the Industrial Tribunal in the dispute between the management and the employees of the Associated Cement Companies, Porbandar.**

The dispute arose out of the representations of the management as well as the workers against some of the decisions of the award of the Industrial Tribunal, given earlier during September 1949: The following is the summary of the award:

Wages.—The Company represented that the basic wage should be only Re. 0-14-0 per day and that the rate of Re. 1-0-0 per day fixed by the 1949 award was excessive. The Tribunal after considering the wage level in other organised industries in Saurashtra as also the Company's capacity to pay, decided that the basic wage should be Re. 1/- per day and that there was no justification to revise it.

Dearness Allowance.—The decision of the 1949 award fixing dearness allowance at Re. 1/- per day for workers getting below Re. 0-14-0 per day and 8⅓ per cent. more to other workers, was criticised by both the parties: the employers saying that it was beyond their capacity to pay and the workers contending that it was too inadequate and should, therefore, be so increased as to neutralise completely the rise in the cost of living. The Tribunal observed that all the various factors urged by the two parties had been fully considered before arriving at the rate of dearness allowance and that there does not appear to be any need for revising the rates fixed by the 1949 award.

* Published under order No. Lab. 1-19 of 1951, dated 18th August, 1951.

There were certain other minor demands on which the award was as follows :

"The award given by me on 13th September 1949 should be continued to be binding on both the parties with one modification, *viz.*, that the tosters' grade is fixed at Rs. 50—5—95—10—125 (instead of Rs. 70—3—100)........Demand No. 3 (2) (that relievers should be paid the same wages as the workers whose duties they performed) is partially allowed and a workman acting for at least 15 days on a post of higher grade should be paid as allowance the difference between his wages and the initial wages of the higher grade............".

CHEMICALS

TRAVANCORE-COCHIN

*Award of the Industrial Tribunal in the dispute between the Fertilisers and Chemicals, Travancore, Ltd., Alwaye (Travancore-Cochin) and its employees.**

Wages :—The employees contended that the basic wages of all monthly paid workers should be increased and that suitable grades should be adopted for those who get a basic wage of Rs. 40 and above per month. The main contention of the employees, in so far as basic wage was concerned, was that the wages were insufficient to meet their expenses. The employers on the other hand stated that the basic wages were fixed in the middle of 1947, after taking into consideration the local conditions as well as the prevailing wage rates in the neighbouring factories. After discussing what should be the 'ideal' wage, the Tribunal decided what was practicable at the moment was only a 'living' or a 'fair minimum' wage and the irreducible minimum level of this wage is about Rs. 30 per month in addition to dearness allowance. In view of this, the Tribunal ordered that no general revision in basic wages was called for, except in the case of full-time sweepers and women scavengers ; in the former case the basic wage was raised from Rs. 27/- p.m. (without any dearness allowance) to Rs. 30 p.m. plus Rs. 10 as dearness allowance. The claim of employees for an upward revision of existing grades was rejected on two grounds *viz.* (*i*) that there was no evidence to prove that the existing grades were unsatisfactory ; and (*ii*) the employees themselves did not suggest any modifications in the grades.

On the question of enhancement of wages of daily rated workers, numbering 350 out of total number of about 2,350 workers, the Tribunal ordered that the male and female daily rated workers who were being paid annas 12 and 9 with 50 per cent. the pay as dearness allowance respectively, should be paid Re. 1/- as basic wages with 50 per cent of the wages as dearness allowance.

One of the issues raised before the Tribunal was whether there should be equal pay for equal work *viz.* irrespective of whether the worker is a male or female. Commenting that this was a 'controversial' point and without expressing any definite opinion, the Tribunal ordered that those who do the same kind of work should get the same wages if they turn out the same quantity and show the same quality in such work'.

Allowances :—(*i*) *Dearness allowance* : The employees' contention was that the existing dearness allowance was fixed in 1947 and that is necessary to increase the allowance to the extent of neutralising the rise in the cost of living. The management's reply was that the wages and allowances fixed in 1947 were in tune with the cost of living obtaining at that time and that only the increase which occurred after 1947 should be considered while deciding the amount of dearness allowance. Holding the view that when the wages and allowances were fixed in 1947, the primary needs of workers were not fully considered and as there was a considerable increase in the cost of living after 1947, the Tribunal ordered a slight upward revision of dearness allowance in the case of employees drawing a basic wage less than Rs. 175/- per month.

(*ii*) *Night Shift Allowance* :—The claim advanced by the workmen was that those who work in night shifts should be paid 50 per cent. of their basic salary with a minimum of Rs. 5/- per month as compensation for night work. Since night shifts were allotted by rotation and since the present wage was fixed after considering this factor also, the management stated that there was no case for the claim made by workers. Citing the

*Published in the *Travancore-Cochin Gazette* No. 52, dated 26th December 1950 under order No. 11-15965/54/D/D.

judgement of the Bombay Industrial Court (*viz.* BEST Undertaking, Bombay Municipality vs. its workers' union) which, *inter alia*, laid down that the position of workmen who were permanently on night duty stood on a footing different from those who were allotted night shifts by rotation, when no additional strain was imposed on any particular employees, the Tribunal rejected the claim for any extra payment for night shift as there was no justifiable reason.

Bonus:—In their original written statement, the workers claimed bonus equivalent to one month's basic pay for the years 1947-48 and 1948-49, on the ground that they were entitled to a share in the profits of the company. Since the Company incurred a loss instead of making profits, the Tribunal held that the claim for bonus could not stand. Subsequently, at the argument stage the workers brought forward two reasons for their claim *viz.*, (*i*) that the wages paid at present were inadequate and (*ii*) the company should give a minimum bonus calculated at 4 per cent. of total earnings, irrespective of whether it made a profit or loss, according to the decisions of the Tripartite Conference sponsored by the Government of India. As regards the first *viz.*, inadequacy of wages, the Tribunal decided that the existing wage rates were not inadequate and as regards the second, the Tribunal upheld the view of the company that it being a Government sponsored concern, it was excluded from the scope of the Tripartite Conference. The Court considered that the two reasons advanced later were different from the original grounds and were rather belated attempts to justify the claim and hence rejected the workers' claim.

Retrenchment:—The workers questioned the necessity of retrenchment which was under active consideration of the management. The company contended that the labour force was in excess of the actual requirements and therefore it had under its consideration a proposal to effect retrenchment. It also produced evidence of expert opinion on the basis of which it had been contemplating retrenchment. After satisfying itself that the question of retrenchment came within jurisdiction and after a careful scrutiny of the expert opinion produced before it, the Tribunal ordered that the total number of employees to be retrenched should be 600, out of a total strength of 2,350. Besides certain minor recommendations, the Tribunal also ordered that while retrenching the principle of seniority should be adhered to and that whenever vacancies arise in future retrenched hands should be preferred.

RUBBER

TRAVANCORE-COCHIN

*Award of the Industrial Tribunal in the dispute between the employer and workmen of the Vellanikkara and Thattil Rubber Estate, Trichur.**

In the matter of a dispute between the employer and workmen of the Vellanikkara and Thattil Rubber Estate, Trichur, referred to it by the Government of Travancore-Cochin, the Industrial Tribunal held that rubber estate labour would not come under the definition of industry on account of the difference in the definition of industry in the Central and State Acts and it had, therefore, no jurisdiction to pass an award on points of dispute concerning estate labour. In appeal by the labour union the Appellate Tribunal (Bombay) held that estate labour also came within the definition of industry and remanded the matter to the Tribunal. Later, however, the parties came to a settlement and the Tribunal gave its award in terms of the agreement. The main features of the agreement and the award were:

(1) The wages of a tapper should be Rs. 1-2-6 per day. On days on which tappers could not do tapping on account of rain, they will be paid the grain concession allowance of 5 annas per day.

(2) Seven holidays with pay (on days specified in the award) should be given to the workers during the year.

(3) A qualified doctor should be engaged to visit the estate and examine sick labourers, if any, once a week and medicines should be supplied free according to the doctor's prescription.

* Published under Order No. L4-5677/51/DD, dated 25th May 1951.

SUGAR

UTTAR PRADESH

*Award of the Industrial Tribunal in a dispute between the employers and employees of the Sugar Factories in U.P.**

The dispute related to the payment of bonus for the crushing season 1949-50. In February 1951 the Government of Uttar Pradesh referred the dispute to an Industrial Tribunal. In response to notices served by the Tribunal the Associations of employers as well as employees filed written statements. In their statements the employers challenged the validity of the reference. They contended that since no demand had been made by any of the unions of workmen for the payment of bonus for the year 1949-50, there was no dispute which could have been referred by the State Government to the Tribunal and as such the reference was bad in law. They further contended that only those unions of the workers of sugar factories which were registered under the Trade Unions Act or those representatives of workers who were elected in accordance with the provisions of the Trade Unions Act were entitled to be parties to the dispute or to represent the workers. They, therefore, submitted that the organisations or representatives appearing before the Tribunal on behalf of the workers were not competent to represent them. As regards bonus they contended that most of the factories had suffered loss during the year 1949-50 and had no surplus to meet the demand.

The workers had demanded that bonus should be linked with the quantum of sugar produced and that the issue should be decided on an industrywise basis and not on the basis of the working of the individual mills. They opposed payment of bonus on the basis of profits made by individual units because they felt that the accounts of the factories did not represent the true picture of the profits of factories during the season. The employers objected to this demand. They contended that bonus can only be linked to profits and not to production as it would be wrong in principle and against the interest of the labour itself if bonus was awarded to employees of concerns which were running at a loss. Starting with these premises they also objected to the payment of bonus on an industrywise basis. They contended that bonus can only be decided factorywise and not on an industrywise basis as any demand for bonus can be considered when surplus profit is available and this can be done only if the accounts of each factory are individually examined and considered. They took strong objection to the observations made by the representatives of workers regarding the accuracy of accounts maintained by the factories and contended that unless it is conclusively proved that a particular concern is or has been guilty of mismanagement and misfeasance the balance sheets, etc., must be accepted.

The Tribunal first examined the objection raised by the employers regarding the validity of the reference. In this connection it quoted a recent decision of the Labour Appellate Tribunal on this point in the award relating to a dispute between employers and employees of sugar factories in Bihar. The Appellate Tribunal had held that a reference by Government would be valid if the following three conditions were fulfilled :—

(1) that a dispute in fact had arisen,

(2) that the dispute is an industrial dispute ; and

(3) that the Government, when making the reference, had applied its mind to the subject matter of the reference.

The Tribunal had held that the above mentioned three conditions were necessary for a valid reference and if the appropriate Government made any reference regardless of the existence of the above mentioned three or any of the three conditions, the reference would be bad in law and the proceedings could be quashed or the Tribunal to which the reference had been made would not be entitled to proceed on the reference.

The Tribunal examined the objection of the employers in the light of the above findings of the Appellate Tribunal. It held that the fact that the Associations of workers had submitted written demand to the employers and had served notices of strikes and the fact that the employers refused to pay bonus when contacted by the Government prove that there was an industrial dispute within the meaning of section 2(*k*) of the Industrial Disputes Act when the reference was made and that the Government had satisfied itself that a dispute did exist and that it could be best settled by adjudication. It was

* Published in the *Uttar Pradesh Gazette*, August 4, 1951, Part I pp. 605-24.

contended by the employers that there was no demand in law and therefore no industrial dispute at the time the Government referred the matter to the Tribunal. In this connection it was argued that the demand should have been made directly by the employees to the employers within the meaning of section 2(*k*) of the Industrial Disputes Act and not through any intermediate agency like a federation or Government. It was also argued that the federations, not being registered bodies themselves, were incompetent to make demands on behalf of their components or to represent them before the Tribunal. These arguments were not accepted by the Tribunal. *It remarked : " A reference to section 2(k) would show that it does not shut out a collective demand by a recognized body on behalf of the employees. In the absence of any legal provision to the contrary, associations of registered units must be deemed to be properly constituted bodies, specially when both the industry and Government have been dealing with them as representatives of workmen.* The argument, that the demands should have proceeded from the workmen themselves, does not appeal to us because the demand, as put forward, was in fact on behalf of the workmen through their various federations and we have already said that the workmen of the sugar factories are represented in all disputes, including the issue of bonus, through their federations on the principle of collective bargaining. *As for the argument that under the Trade Unions Act collective bargaining is permissible only through registered trade unions and consequently an unregistered organisation has no* locus standi *we may say that although a trade union includes a federation, it is nowhere laid down that the federation must also be registered."*

The Tribunal next turned its attention to the main issue. It examined the past practice and found that in the past it was consistently held that bonus shall not be payable in those concerns which incurred losses during the year concerned. The Tribunal completely agreed with this principle and remarked : *" Bonus is a stimulus to production. It would be wrong in principle and against public interest indeed against the interest of the labour itself, to award bonus against a concern running at a loss.* The chances of recuperation of such a concern will be cut short and its liquidation will be accelerated. The labour employed in it will lose their means of livelihood ". *It held that if a particular factory could positively prove loss on the season's working it should be entitled to be exempted from the payment of bonus.*

While determining the basis for assessing profits the Tribunal was faced with the conflicting claims of the two parties. The contention of the employers was that the question of bonus should be decided unitwise, as bonus is possible only when surplus profit is available, and that for the assessment of profit or loss the accounts afforded by the balance sheets on profit and loss accounts of the factories should be taken as correct unless they are proved to be wrong . The stand of labour, on the other hand, was that the accounts maintained by the sugar industry were unreliable and did not reflect a true picture of the profits of individual units. It was, therefore, contended that the question of bonus should be decided on industrywise basis taking the findings of the Tariff Board as a basis for calculation of cost of production and of profits.

The Tribunal observed : " In our view it cannot be disputed, as an abstract proposition that real profit or loss of a particular concern can only be ascertained with precision from the accounts maintained by the concern of its business but this is subject to an important condition, that the balance sheets and profit and loss accounts should be reliable. If it were possible to rely on the balance sheets submitted by the factories before us, we would have preferred to base our conclusions on them and should have decided the question of bonus unitwise ". However, it found that so as the sugar industry was concerned it was not possible to rely on the balance sheets due to the following reasons :

(1) there was not only no uniformity in the mode of accounting in the various factories but they exhibited marked disparity both in details and in essential items of expenditure.

(2) The financial year of various factories did not coincide with the season 1949-50 and hence it was not possible to get a true picture of the results of the working of the season.

(3) The accounts maintained by some of the factories related to not only the sugar-industry but to some other allied industries as well.

In addition to the above mentioned reasons there were certain reasons which convinced the Tribunal that it was not possible to get a true picture of profit or loss from the accounts maintained by the factories. As an instance it pointed to the item of expenditure called the managing agents' commission. The Tribunal found that this item was

being charged under different names under the protection that it had the sanction of the Articles of Association. In some cases excessive amounts were charged under this head. The Tribunal observed that " unless there is some limitation on such commission we cannot get a true picture of the profit and loss for distribution between the two important factors responsible for the production of sugar, namely labour and capital". In most of the cases it was noticed by the Tribunal that excessive amounts had been charged under the head depreciation. It found that no reasonable proportion had been maintained between the amount charged under this head and the quantity of sugar produced. In view of these difficulties *the Tribunal came to the conclusion that the only workable and equitable formula which could be adopted was to link bonus to production of sugar on an industrywise basis and to apply it to such of the factories as had made or could reasonably be presumed to have made profits.* It linked bonus to sugar produced and not to cane crushed because of differences in the percentage recovery of sugar in different factories. It felt that it would be inequitable to ask two factories which had crushed the same amount of cane but recovered different percentage of sugar to pay bonus at the same rate.

Basing its calculations on the cost of production of sugar calculated by the Tariff Board and the price of sugar fixed by Government and taking into consideration extra profit made by the industry by producing better quality of sugar, the Tribunal came to the conclusion that profit per maund could reasonably be assumed to be Rs. 1-1-9. However, in view of shorter duration of the crushing season and lower recovery of sugar during the year the Tribunal felt that the profit might be only Re. 0-14-7. Out of this sum the Tribunal allowed Re.0-6-5 as income-tax at the average rate of annas 7 per rupee ; Re. 0-0-6 as dividend at the rate of 6 per cent. and Re. 0-0-4 as contribution to the reserve fund at the rate of 4 per cent. The Tribunal held that bonus should be the first charge on the balance of Re. 0-7-4 so left. *Relying on the principle—higher the production higher the profit—the Tribunal decided to award bonus at the following scale. It exempted those factories which produced up to one lakh ton of sugar from paying bonus because it felt that they must not have made substantial profit to bear the burden of paying bonus.*

Quantity of sugar produced (mds.)	Rate of bonus
1. Up to one lakh	*Nil.*
2. Over one lakh and up to two lakhs .	Annas 2 per maund of sugar produced.
3. Over two lakhs and up to 3½ lakhs .	Annas 4 per maund of sugar produced.
4. Over 3½ lakhs and up to 5 lakhs .	Annas 6 per maund of sugar produced.
5. Over 5 lakhs	Annas 8 per maund of sugar produced.

There was only one factory which produced over 5 lakh maunds of sugar. Its crushing season was longest in the State and its recovery of sugar was also well above the average. Most of the sugar produced in this factory was of a higher grade. In view of these facts the Tribunal was satisfied that this factory had made a profit of more than Re. 0-14 7 per maund and could, therefore, pay bonus at the rate of annas 8 per maund of sugar produced. The Tribunal placed the Buland Sugar Company, Rampur in a special category and directed that this factory should pay at a higher rate *i.e.* at the rate of annas 6 instead of annas 4 per maund of sugar produced. This decision was taken in view of the following special features which characterised this factory :—

(*i*) that this factory was free from the obligation to pay income-tax in 1949-50 by virtue of an agreement ;

(*ii*) that the scales of wages in this factory were not at par with those prevailing in other factories in U.P. ; and

(*iii*) that most of the sugar produced by it in 1949-50 was of A-28 quality the price of which was higher.

This factory had already awarded an interim bonus equivalent to approximately 15 days' consolidated wages. The Tribunal directed that this sum shall be deducted from the amount which may be found to be due under this award.

With a view to stepping up production the Central Government as well as the State Government had announced in the beginning of the 1949-50 season that these factories which produced more sugar or crushed more cane during the 1949-50 season than the pre-

ceding year shall be entitled to remission in excise duty and/or cane cess as the case may be. This benefit was enjoyed by 33 factories. The workers demanded that 50 per cent. of this benefit should be given to them. The claim was resisted by the employers on the ground that workers were not entitled to remission because it had nothing to do with their efforts. The Tribunal, however, did not accept the argument of the employers and remarked: "*the announcement by Government of remission under these heads was clearly to step up production and it cannot be denied that labour was as much responsible as the industry for the increased production. Payment of a reasonable share in the remitted amounts which cannot be taken away from the category of profits, will serve as a stimulus to labour to accelerate its efforts to show even better results in future. We think 25 per cent. of these amounts should go to labour as additional bonus over and above what they will get at the rates mentioned above.*'

The Tribunal directed that the basis of distribution of bonus shall be seasonal wages (basic wages plus dearness allowance) and not annual wages. It also directed that the bonus shall be paid within 6 weeks from the date* of the award.

TOBACCO

Bombay

Award of the Industrial Tribunal in the dispute between 33 bidi establishments of Poona and workers employed therein.†

The demand of the workers related to wages, bonus, holidays with pay, standing orders maternity leave, permanency and reinstatement. In the course of the adjudication proceedings an agreement was reached between the parties to the dispute on the issues of wages and reinstatement of certain workers and the rest of the demands were dropped by the union of workers. The Tribunal accepted the agreement and gave its award in the same terms. Since the union withdrew its demands against three of the establishments, the Tribunal gave its award in respect of the remaining thirty establishments.

In the industry there were two types of workers (i) shop workers i.e. those working at the shop premises, and (*ii*) *Khep* workers i.e. those preparing *bidis* at home. At the time of the dispute in a large number of establishments where leaves were supplied by the employers the rate was Rs. 1-10-0 for preparing thousand *bidis*. *Khep* workers as a rule were paid two annas less and in some cases 3 to 4 annas less. Those employers who did not supply *bidi* leaves to workers generally paid the *bidi* makers at the rate of Rs. 2-10-0 to Rs. 2-12-0. The parties agreed that in future employers shall pay Rs. 2 to shop workers and Rs. 1-14-0 to *Khep* workers for making one thousand *bidis*. There shall be no discrimination in the rates of men and women. It was also agreed that the employers shall supply *bidi* leaves to workers. However, in order to accommodate some of the employers who were not in a position to supply *bidi* leaves for the time being it was agreed that such employers shall pay at the rate of Rs. 3 to shop workers and Rs. 2-14-0 to *Khep* workers. The Tribunal directed that the new rates shall come into force with effect from 25th February 1951.

West Bengal

Award in the dispute between the employers of 34 bidi firms of Raniganj and their workmen as represented by the Bidi Mazdoor Union, Girijapara, Raniganj, Burdwan.‡

At the outset a preliminary objection was raised on behalf of the *Bidi* Merchants' Association that the *bidi* makers are petty contractors and as such are not workmen within the meaning of the Industrial Disputes Act and that the dispute between the *bidi* makers and the *bidi* merchants, therefore, could not be the subject matter of adjudication under the Act. The Tribunal remarked that although the relationship between employer and employee is initially based on a contract expressed or implied it could not be disputed that a *bidi* workshop is an industry and that the *bidi* makers are employed in an industry to do manual work. *Even assuming that petty contractors are not workmen and are to be excluded from the Industrial Disputes Act, the social and economic position of the* bidi *makers, the nature of their work and control which the* bidi *merchants exercise over* bidi *makers go to show that* bidi *makers are as good as industrial piece rated workers. The criterion for distinguishing between an independent contractor and servant is whether or not the employer retains*

* June 14, 1951.

† Published under Bombay Government Order No. 1094/48, dated 16th March 1951.

‡ Published in the *Calcutta Gazette*, dated the 7th June, 1951 under West Bengal Government Order No. 3282 Lab., dated 25th May, 1951.

the power not only of directing what work is to be done but also of controlling the manner of the work. If a person can be directed in regard to the manner of doing his work, such person is not a contractor. The Tribunal, therefore, held that bidi *makers are workmen within the meaning of the definition of the workman as given in the Industrial Disputes Act.* In view of the fact that women workers did not work in the workshops, and that the *bidi* merchants did not exercise any control over them about the mode and hours of work, the Tribunal held that they were not workmen and that they should be excluded from the present adjudication proceedings.

The recommendations of the Tribunal on some of the important points at issue are as follows :

Service Conditions.—The Tribunal directed that 3 months' continuous work in a workshop was sufficient to entitle an adult male worker to confirmation. In the case of non-adult workers the Tribunal directed that the probationary period may be extended till such workers were found to be efficient. The closure of the factories for no fault of the workers or absence of a worker on *bona fide* medical grounds not exceeding 7 days in the entire period of probation shall not be taken to break the continuity of service. It was recommended that usually working hours should be from 9 a.m. to 6 p.m. with one hour's recess to be settled by the parties.

The workers' demands for protection against involuntary unemployment and old age benefit, provident fund and gratuity were turned down as the Tribunal thought that the industry would not be able to bear the burden since it has yet to show itself as long established industry with organised and disciplined workers. In the matter of retrenchment, the Tribunal observed that the principle shall be 'last come, first go'. The unions' demand for a right to interfere in matters of dismissal or retrenchment was rejected.

Leave.—The Tribunal directed that every merchant should allow his workmen who have completed one year's continuous permanent service under him 10 days' leave on full allowance every year. It further directed out of these 10 days, 5 days should be selected by the individual employers according to their respective convenience and 5 days should be selected by the individual workers themselves. The leave should be usually granted on 3 days' previous notice and should be on full average wages to be calculated on the earnings of worker during the preceding 7 days of actual work. Any authorised leave and absence of workers on *bona fide* grounds of health, not exceeding 12 days in a year, should not be considered as break in the service of a worker. The Tribunal directed that leave should be cumulative for 2 years.

TILES

MADRAS

*Award of the Industrial Tribunal in the dispute between the workers and the managements of ten tile factories in Feroke and between the workers and the management of the Commonwealth Tile Factory, Codacal, Malabar.**

The following is a summary of the award of the Industrial Tribunal, Coimbatore, in the dispute between the workers and the managements of ten tile factories in Feroke, and between the workers and the management of the Commonwealth Tile Factory, Codacal Malabar.

Wages.—The wages of the workers were regulated by a settlement which was arrived at between the Tile Manufacturers' Association and the Tile Workers' Federation in January, 1947. The settlement provided that the minimum wages of adult workers would be Re -/8/- per day. The workers contended that their wages were too low and that they should be paid a minimum wage of Rs. 1/4/- per day. They also urged that subject to that minimum the present wages of all workers should be increased by 75 per cent. The demand was based on the following two grounds : (1) that the cost of living in South Malabar and Calicut areas had increased and (2) that as a result of independence the labour had realised its dignity and the necessity for the betterment of its conditions. The employers resisted the demand and held that there was no material change since the settlement was reached in January 1947 to justify an increase in the basic wages. The Tribuna

* Published under Order No. 1080 Development, dated 13th March, 1951.

after examining the various factors came to the conclusion that the basic wage of Re.-/8/- was really very low and that there was a necessity for giving some relief. *It therefore directed that "(a) no employee shall from 1st January 1951 have a basic wage of less than ten annas per day, and (b) that there shall be an increase in the basic wage of every worker in all departments by one anna per day in all cases over the present rates without prejudice to clause* (a)".

Bonus.—The demand of the workers employed in the factories at Feroke was that they should be paid 3 months' earnings as bonus for the year 1948-49. The union representing the workers employed in the Commonwealth Tile Factory demanded 25 per cent. of the total earnings as bonus for the year 1948-49. *The Tribunal examined the financial condition of each factory and came to the conclusion that the conditions did not justify the demands made by the workers. It, therefore, held that the amount of bonus already paid by the factories was sufficient.*

Holidays and Leave.—The workers demanded that in addition to leave facilities provided by the Factories Act, they should be allowed one month's sick leave with pay and allowances and 14 days' casual leave with wages. In support of their demand they quoted awards made by certain other Industrial Tribunals. The Tribunal felt that there was a need for making some provision so that workers could get some leave in cases of emergency. *It, therefore, recommended that in addition to leave granted by the Factories Act, every worker who has a minimum of 12 months continuous service to his credit should be given casual leave for 7 days in a year. It also recommended that subject to the production of medical certificate every worker should be given either casual leave or sick leave to the extent of 7 days in a year. The Tribunal directed that additional 14 days' leave recommended by it should be with basic wages only. It also directed that all factories should allow their workers 3 holidays with basic wages in a year as specified by it. For employees in the Malabar area it recommended the grant of 4 festival holidays with basic wages in a year.*

Gratuity.—The employees of the factories at Feroke demanded that the discharged workers should be paid gratuity. The employees of the Codacal factory damanded that in addition to the existing employees' benefit fund savings and endowment fund and sick fund the factory should establish provident and gratuity funds also. *The Tribunal directed that those factories which had no funds of the type constituted in the Codacal factory of the Commonwealth Trust Ltd., or a provident fund, should open funds of these types. It also recommended payment of old age pensions on the lines on which the Calicut Tile Co. was paying to its employees.*

TRAVANCORE-COCHIN

*Award of the Industrial Tribunal in the dispute between thirteen Tile Factories in Travancore Cochin and their Employees.**

In the course of the adjudication proceedings the Travancore Tile Workers' Union filed a petition requesting the Tribunal to give an interim relief regarding dearness allowance. The union based their demand on the following grounds : (1) that though the tile industry was the second biggest industry in Quilon yet the wages paid to workers were far below those paid in other industries in the State and in similar concerns elsewhere. (2) that the industry was enjoying a boom period. The prices of tiles had increased from Rs. 125 per 1,000 in 1948 to Rs. 160, even though the cost of raw materials had not shown any considerable increase. (3) that inspite of this prosperity the wages of workers were not increased. (4) that the cost of living had increased considerably since the Korean war.

The employers on the other hand resisted the demand. They contended that the wages in the industry were higher compared to the wages paid by other units of the industry in other areas while the output per head was less as compared to what obtained in other centres. They also argued that interim relief could be claimed only under extraordinary circumstances and that such circumstances did not exist. They held that wages should be standardised on the basis of work load. If any increase was granted without reference to workload it would spell disaster to the industry and hence it would be dangerous to interfere with wages without taking into consideration

* Published under Order No. L. 2—2726/51/DD, dated 2nd June, 1951.

the evidence on other issues which were before the Tribunal. In view of the fact that several disputes regarding the increase of dearness allowance between some of the employers and workers involved in this dispute were pending before some other Tribunals, the employers held that any decision given by the Tribunal would prejudice the other decisions.

The Tribunal agreed with employers and held that it was not proper for it to give any decision regarding dearness allowance as the parties were not in a position to adduce complete evidence at that time. It also felt that any decision given by it without considering all evidence was likely to prejudice the parties in other disputes which were pending.

The representative of the workers submitted that if the Treibunal could not increase the dearness allowance it may at least increase the total earnings of the workers as it was impossible for workers to get on with the existing insufficient earnings. The statement filed by the representatives of the workers showed that some of the workers were getting as little as Rs. 1-2-0 per day. The employers refuted the statement and held that no worker was getting less than Rs. 1-6-0 per day. After considering the evidence before it the Tribunal felt that the workers were entitled to an interim relief. Accordingly it made the following recommendation:

(1) Those adult workers who are getting below Rs. 1-6-0 *(including D. A.)* will get Rs. 1-6-0 per day.

(2) Those adult workers who are getting Rs. 1-6-0 or whose wages have been increased by this award to Rs. 1-6-0 and those who are getting below Rs. 1-10-0 will each get an increase of as. 2 per day.

(3) Those workers who are getting between Rs. 1-10-0 and Rs. 2 will get an increase of 1½ as. per day.

(4) Those who are getting above Rs. 2 and up to Rs. 2-4-0 will get an increase of 1 anna per day.

Since the question whether boatmen were workers of the factories was yet to be decided the Tribunal directed that this award would not apply to them. At the time of the dispute the wages of adolescent workers varied from 4½ annas to 8½ annas and wages of women workers varied from 5½ annas to 9 annas per day. They were getting Re. 1 as dearness allowance. The Tribunal recommended that an increase of 2 annas should be given to adolescent and female workers.

The Tribunal directed that the interim award shall come into force from 22nd March 1951 and remain in force till the final award was passed or for one year whichever happens earlier.

MINES

COAL MINING

West Bengal

*Award of the Industrial Tribunal in the dispute between the management and the workers of certain collieries in West Bengal.**

The dispute related to the basic wages payable to the time rated trammers in these collieries. The contention of the workers was that the management had not implemented the award of the conciliation Board (May 1947) which granted an increase of 50% over their pre-war (1939) basic wages nor did they honour the subsequent Joshi agreement of 29th February 1948 which inter alia recommended:

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* Award enforced under Govt. of India, Ministry of Labour, Order No. S.R.O. 244, dated 15th February, 1951.

"The trammers (Trolley men) on daily rates of wages should get an increase of 25 percent. in their present basic wage where it does not exceed 10 annas per day. In collieries, however, where an increase in the basic rate of 1939 has already been granted in excess of 25 per cent. after May 12, 1947, the new basic rate thus arrived at should not be reduced ". The workers argued that the basic wage of trammers before the Joshi agreement was 9 annas per day and not 8 annas as was stated by the management.

The Tribunal, after examining the oral and written evidence adduced by both the parties came to the conclusion that the basic wage paid before the Joshi agreement was 9 annas and not anything less. On that basis, the Tribunal recommended that the basic wage of underground trammers in terms of the agreement, should be Re.0-11-3 per day, and the total emoluments Rs. 1-12-2 per day. These *increased rates were to be paid from a date 6 months previous to the* enforcement of this award.

MICA MINING

Bihar

*Award of the Industrial Tribunal in the dispute between the management of 33 mica factories in Bihar and their workmen.**

Minimum Wages.—The workers demanded that the minimum basic wage of adult workers should be increased from Re. 0-15-0 to Rs. 1-12-0 per day in view of the rise in the cost of living since the wages were fixed by the Tribunal in 1948, and the increased prosperity of the industry particularly since devaluation in September, 1949. The existing rates of wages were fixed by the Central Government Industrial Tribunal (Dhanbad) in 1948. In August 1950 the Government of Bihar appointed a tripartite Minimum Wage Advisory Committee for the mica mining industry in the State. This Committee, after taking all factors into consideration, recommended that the consolidated minimum wage of adult unskilled workers should be raised from Re. 0-15-0 to Rs. 1-4-6. The recommendation of the Committee was implemented by the Bihar Government and a notification under the Minimum Wages Act was issued in August 1951 fixing the minimum consolidated wages in mica factories for daily rated and piece rated workers at Rs. 1-4-6 per day and Re. 0-15-0 per day for adolescents. The Federation of employers offered before the Tribunal to give effect to this recommendation of the Committee. The Tribunal held that the wage rates fixed by the State Government on the recommendation of the Committee were fair and reasonable. The minimum consolidated wages of Rs. 1-4-6 per day for adults and 15 annas per day for adolescents were, therefore, allowed to stand. It declared that for daily rated and piece rated workers As. 8 and adolescents As. 6 should be deemed to be the basic wages.

The Union of employees also demanded an increase in the remuneration of domestic splitters working in their home. It is estimated that these splitters do 90 per cent. of the splitting for the industry. They were being paid at the rate of only 6 annas per seer although to split a seer of mica involved approximately 4 days' labour. The Tribunal, considered the possibility of raising their wages to the level of unskilled workers employed in factories but found that it would involve a heavy burden on the industry. It felt that the present rates of remuneration of home splitters were extremely low but did not make any definite recommendation. It left it to the good sense of the Federation of employers to increase the remuneration suitably.

For the monthly paid employees, such as clerks, technicians, drivers, durwans, the Union demanded an increment of Rs. 15 at a flat rate. The Federation of employers offered to grant an increment of 20 per cent. on the consolidated wages as were fixed by the Industrial Tribunal in 1948, and the Tribunal considered it to be fair and awarded accordingly. They made it clear that in cases where increments had been granted after 1948 the wages were to be increased so as to secure an increase of 20 per cent. over the consolidated wage in 1948.

* Published in *the Bihar Gazette* dated 19th September, 1951 under Bihar Govt. Order No. II/DI-704/51/-L-181, dated 7th September, 1951.

Bonus.—The demand of the Union was that daily and piece rated workers should be given 20 per cent. of their consolidated wages as attendance bonus on 20 days' attendance in a month as against the existing period of 21 days. The Union also demanded a payment of 15 days' basic wages as quarterly bonus, and that in the case of monthly paid employees it should be in the form of an yearly bonus of 2 months' consolidated wages. The Tribunal held that in view of the improved position of the industry the demand of the Union in respect of daily and piecerated employees was quite reasonable. It, however, did not agree to the reduction of qualifying period for the attendance bonus considering that such a course would militate against the objective of the grant of bonus to improve attendance.

At the time of the dispute the monthly paid employees were getting half a month's basic wage as quarterly bonus according to the terms of an award made in 1948. This was held to be quite reasonable by the Tribunal. It, however, felt that employees would be benefited more if the bonus was paid in a lump sum at the end of the year instead of payments being made at the end of each quarter, and accordingly it awarded that the bonus to the monthly paid employees may be paid yearly.

Retrenchment Relief.—The Tribunal held that the recommendations in the matter made by the previous Industrial Tribunal in 1948 were quite reasonable and did not see sufficient justification for revising them.

APPENDIX II

LIST OF LABOUR ACTS

Factories :

1. The Indian Boilers Act, 1923. Amended in 1929, 1942, 1943, 1947, 1950 and 1951.
2. The Cotton Ginning and Pressing Factories Act, 1925. Amended in 1939, 1942, 1950 and 1951.
3. The Factories Act, 1948. Amended in 1949, 1950 and 1951.

Mines :

1. The Indian Mines Act, 1923*. Amended in 1928, 1931, 1935, 1936, 1937, 1940, 1946, 1950 and 1951.

Plantations :

1. The Tea Districts Emigrant Labour Act, 1932. Amended in 1937, 1938, 1948, 1950 and 1951.
2. The Plantation Labour Act, 1951.

Transport :

1. The Indian Railways Act, 1890 as amended in 1930. Amended in 1950 and 1951.
2. The Indian Merchant Shipping Act, 1923. Amended in 1949, 1950 and 1951.
3. The Motor Vehicles Act, 1939. Amended in 1943, 1950 and 1951.
4. The Dock Workers (Regulation of Employment) Act, 1948. Amended in 1951.

Wages :

1. The Payment of Wages Act, 1936. Amended in 1937, 1940, 1950 and 1951.
2. The Minimum Wages Act, 1948. Amended in 1950 and 1951.

Safety and Welfare :

1. The Indian Dock Labourers Act, 1934. Amended in 1950 and 1951.
2. The Mica Mines Labour Welfare Fund Act, 1946. Amended in 1950 and 1951.
3. The Coal Mines Labour Welfare Fund Act, 1947. Amended in 1950 and 1951.
4. The Coal Mines (Safety and Conservation) Act, 1952.

Social Security :

1. The Workmen's Compensation Act, 1923. Amended in 1924, 1925, 1929, 1933, 1937 (twice) 1938, 1939, 1942, 1946, 1948, 1950 and 1951.
2. The Employers' Liability Act, 1938. Amended in 1950, 1951 and 1952.
3. The Mines Maternity Benefit Act, 1941. Amended in 1943, 1945, 1948 and 1951.
4. The War Injuries Ordinance, 1941. Amended in 1950.
5. The War Injuries (Compensation Insurance) Act, 1943. Amended in 1950.
6. The Employees' State Insurance Act, 1948. Amended in 1950 and 1951.
7. The Coal Mines Provident Fund and Bonus Schemes Act, 1948. Amended in 1949, 1950 and 1951.
8. The Employees' Provident Fund Act, 1952.

Miscellaneous :

1. The Indian Trade Unions Act, 1926. Amended in 1928, 1947, 1950 and 1951.
2. The Cotton Industry (Statistics) Act, 1926. Amended in 1950.
3. The Children Pledging of Labour Act, 1933. Amended in 1950 and 1951.
4. The Employment of Children Act, 1938. Amended in 1939, 1948, 1949, 1950 and 1951 (twice).
5. The Essential Services (Maintenance) Ordinance, 1941.

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* The Act has now been repealed and replaced by the Indian Mines Act, 1952.

6. The Industrial Statistics Act, 1942. Amended in 1951.
7. The Weekly Holidays Act, 1942. Amended in 1951.
8. The Industrial Employment (Standing Orders) Act, 1946. Amended in 1950 and 1951.
9. The Industrial Disputes Act, 1947. Amended in 1948, 1949, 1950, 1951 (thrice) and 1952.
10. The Industrial Disputes Payment of Bonus (National Savings Certificate) Ordinance, 1949. Amended in 1949.
11. The Industrial Disputes (Banking and Insurance Companies) Act, 1950.
12. The Industrial Disputes (Appellate Tribunal) Act, 1950.

PART A STATES

Assam :

1. The Assam Maternity Benefit Act, 1944. Amended in 1951.
2. The Assam Shops and Establishments Act, 1948.

Bihar :

1. The Bihar Maternity Benefit Act, 1947.
2. The Bihar Essential Services (Maintenance) Act, 1947.
3. The Bihar Workmen's Protection Act, 1948.
4. The Bihar Money Lenders Act.

Bombay :

1. The Bombay Smoke Nuisance Act, 1912.
2. The Cotton Ginning and Pressing Factories Act, 1925. (Amended by the Bombay Act of 1936).
3. The Bombay Maternity Benefit Act, 1929.
4. The Bombay Industrial Relations Act, 1946. Amended in 1948 (twice) and 1949.
5. The Bombay Agricultural Debtors Relief Act, 1947.
6. The Bombay Adjudication Proceedings (Transfer and Continuance) Act, 1947.
7. The Bombay Shops and Establishments Act, 1948.
8. The Bombay Tenancy and Agricultural Lands Act, 1948.
9. The Bombay Housing Board Act, 1948.

Madhya Pradesh :

1. The Cotton Ginning and Pressing Factories Act, 1925, (Amended by the C.P. Act, of 1936).
2. The C. P. Maternity Benefit Act, 1930.
3. The C. P. Adjustment and Liquidation of Industrial Workers' Debt Act, 1936.
4. The C. P. Protection of Debtors Act, 1937.
5. The C. P. Unregulated Factories Act, 1937.
6. The C. P. and Berar Industrial Disputes Settlement Act, 1947. Amended in 1947.
7. The C. P. and Berar Shops and Establishments Act, 1947. Amended in 1949 and 1950.
8. The C. P. and Berar Cotton Ginning and Pressing Factories (Amendment) Act, 1947.
9. The C. P. and Berar Cotton Ginning and Pressing Factories (Second Amendment) Act, 1947.
10. The C. P. and Berar Validation of Awards and Continuance of Proceedings (Industrial Disputes) Act, 1947.
11. The C. P. and Berar Regulation of Manufacture of Bidis (Agricultural Purposes) Act, 1948.
12. The Madhya Pradesh Housing Board Act, 1950.

Madras :

1. The Madras Compulsory Labour Act, 1858.
2. The Madras Maternity Benefit Act, 1934. Amended in 1939.
3. The Madras Workmen's Protection Act, 1941.
4. The Madras Non-Power Factories Act, 1947.
5. The Madras Shops and Establishments Act, 1947.
6. The Industrial Disputes (Madras Amendment) Act, 1949.

Orissa :

1. The Orissa Compulsory Labour Act, 1948.
2. The Orissa Debt and Bondage Abolition Regulation, 1948.

Punjab :

1. The Regulation of the Accounts Act, 1930.
2. The Punjab Relief of Indebtedness Act, 1934.
3. The Debtors Protection Act, 1936.
4. The Punjab Trade Employees Act, 1940.
5. The Punjab Maternity Benefit Act, 1943.

Uttar Pradesh :

1. The U. P. Maternity Benefit Act, 1938.
2. The U. P. Shops and Commercial Establishments Act, 1947. Amended in 1948.
3. The U. P. Industrial Disputes Act, 1947. Amended in 1950 and 1951.
4. The U. P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1951.

West Bengal :

1. The Bengal Mining Settlement Act, 1912.
2. The Jalpaiguri Labour Act, 1912.
3. The Bengal Workmen's Protection Act, 1934. Amended in 1940.
4. The Bengal Maternity Benefit Act, 1939.
5. The Bengal Rural Poor and Unemployed Relief Act, 1939. Amended in 1941.
6. The Bengal Shops and Establishments Act, 1940. Amended in 1950.
7. The West Bengal Maternity Benefit (Tea Estates) Act, 1948. Amended in 1950.

PART B STATES

Hyderabad :

1. The Hyderabad Boiler and Machinery Act, 1932.
2. The Hyderabad Maternity Benefit Act, 1940. Amended in 1950.
3. The Hyderabad National Service (Technical Personnel) Regulation, 1941.
4. The Hyderabad Essential Services Maintenance Regulation, 1942.
5. The Hyderabad Provident Fund Act, 1948.
6. Veti and Begar (Prohibition) Regulation, 1358F.
7. The Hyderabad Shops and Establishments Act, 1951.

Jammu and Kashmir :

1. The Jammu and Kashmir Industrial Disputes Act, 1950.
2. The Jammu and Kashmir Trade Unions Act, 1950.
3. The Jammu and Kashmir Factories Act.
4. The Jammu and Kashmir Trade Employees Act.
5. The Jammu and Kashmir Workmen's Compensation Act.
6. The Jammu and Kashmir Children (Pledging of Labour) Act.
7. The Jammu and Kashmir Employers' Liability Act.

Madhya Bharat :

1. United State of Gwalior, Indore and Malwa (Madhya Bharat) Industrial Relations (Adaptation) Act, Samvat 2006 (1950).
2. The United State of Gwalior, Indore and Malwa (Madhya Bharat) Maternity Benefit (Adaptation) Act, Samvat 2006 (1950).

Mysore :

1. The Mysore Maternity Benefit Act, 1937.
2. The Mysore Essential Services (Maintenance) Act, 1943.
3. The Mysore Labour Housing Act, 1949.

Patiala and East Punjab States Union (PEPSU) :

1. Patiala Trade Employees Act, 1947.

Saurashtra :

1. The Bombay Maternity Benefit Act, 1929 as applied to Saurashtra (1948).
2. The Bombay Shops and Establishments Act, 1939 as applied to Saurashtra (1948).

Travancore-Cochin :

1. The United State of Travancore and Cochin Shops and Establishments Act, 1949.

Travancore :

The Travancore Maternity Benefit Act, 1943.

Cochin :

The Cochin Maternity Benefit Act, 1938.

PART C STATES

Coorg :

1. The Agriculturists' Loans (Coorg Amendment) Act, 1936.
2. The Coorg Money-lenders' Act, 1939. Amended in 1946.
3. The Coorg Debt Conciliation Act, 1940.

Delhi :

The following Acts have been applied to the State :

1. The Bombay Maternity Benefit Act, 1929.
2. The Punjab Trade Employees Act, 1940.

Himachal Pradesh :

The Punjab Trade Employees Act, 1940 has been applied to the State.

APPENDIX III

LIST OF CONVENTIONS AND RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE, 1919-1951†

CONVENTIONS

1. Hours of Work (Industry) Convention, 1919.*
2. Unemployment Convention, 1919.
3. Maternity Protection Convention, 1919.
4. Night Work (Women) Convention, 1919.*
5. Minimum Age (Industry) Convention, 1919.
6. Night Work of Young Persons (Industry) Convention, 1919.*
7. Minimum Age (Sea) Convention, 1920.
8. Unemployment Indemnity (Shipwreck) Convention, 1920.
9. Placing of Seamen Convention, 1920.
10. Minimum Age (Agriculture) Convention, 1921.
11. Right of Association (Agriculture) Convention, 1921.*
12. Workmen's Compensation (Agriculture) Convention, 1921.
13. White Lead (Painting) Convention, 1921.
14. Weekly Rest (Industry) Convention, 1921.*
15. Minimum Age (Trimmers and Stokers) Convention, 1921.*
16. Medical Examination of Young Persons (Sea) Convention, 1921.*
17. Workmen's Compensation (Accidents) Convention, 1925.
18. Workmen's Compensation (Occupational Diseases) Convention, 1925.*
19. Equality of Treatment (Accident Compensation) Convention, 1925.*
20. Night Work (Bakeries) Convention, 1925.
21. Inspection of Emigrants Convention, 1926.*
22. Seamen's Articles of Agreement Convention, 1926.*
23. Repatriation of Seamen Convention, 1926.
24. Sickness Insurance (Industry) Convention, 1927.
25. Sickness Insurance (Agriculture) Convention, 1927.
26. Minimum Wage-Fixing Machinery Convention, 1928.
27. Marking of Weight (Packages Transported by Vessels) Convention, 1929.*
28. Protection Against Accidents (Dockers) Convention, 1929.
29. Forced Labour Convention, 1930.
30. Hours of Work (Commerce and Offices) Convention, 1930.
31. Hours of Work (Coal Mines) Convention, 1931.
32. Protection against Accidents (Dockers) Convention (Revised), 1932.*
33. Minimum Age (Non-Industrial Employment) Convention, 1932.
34. Fee-Charging Employment Agencies Convention, 1933.
35. Old-age Insurance (Industry, etc.) Convention, 1933.
36. Old-age Insurance (Agriculture) Convention, 1933.
37. Invalidity Insurance (Industry, etc.) Convention, 1933.
38. Invalidity Insurance (Agriculture) Convention, 1933.
39. Survivors' Insurance (Industry, etc.) Convention, 1933.
40. Survivors' Insurance (Agriculture) Convention, 1933.

†For systematic arrangement of the Conventions and Recommendations adopted by the International Labour Conference during 1919 to 1930, *see* I.L.O.—*International Labour Code*, 1939 (Montreal, 1941).

*The 19 Conventions marked with asterisk have been ratified by India.

41. Night Work (Women) Convention, (Revised), 1934.
42. Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934.
43. Sheet-Glass Works Convention, 1934.
44. Unemployment Provision Convention, 1934.
45. Underground Work (Women) Convention, 1935.*
46. Hours of Work (Coal Mines) Convention (Revised), 1935.
47. Forty-Hour Week Convention, 1935.
48. Maintenance of Migrants' Pension Rights Convention, 1935.
49. Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935.
50. Recruiting of Indigenous Workers Convention, 1936.
51. Reduction of Hours of Work (Public Works) Convention, 1936.
52. Holidays with Pay Convention, 1936.
53. Officers Competency Certificates Convention 1936.
54. Holidays with Pay (Sea) Convention, 1936.
55. Shipowners' Liability (Sick and Injured Seamen) Convention, 1936.
56. Sickness Insurance (Sea) Convention, 1936.
57. Hours of Work and Manning (Sea) Convention, 1936.
58. Minimum Age (Sea) Convention (Revised), 1936.
59. Minimum Age (Industry) Convention (Revised), 1937.
60. Minimum Age (Non-Industrial Employment) Convention (Revised), 1937.
61. Reduction of Hours of Work (Textiles) Convention, 1937.
62. Safety Provisions (Building) Convention, 1937.
63. Convention concerning Statistics of Wages and Hours of Work, 1938.
64. Contracts of Employment (Indigenous Workers) Convention, 1939.
65. Penal Sanctions (Indigenous Workers) Convention, 1939.
66. Migration for Employment Convention, 1939.
67. Hours of Work and Rest Periods (Road Transport) Convention, 1939.
68. Food and Catering (Ships' Crews) Convention, 1946.
69. Certification of Ships' Cooks Convention, 1946.
70. Social Security (Seafarers) Convention, 1946.
71. Seafarers' Pensions Convention, 1946.
72. Paid Vacations (Seafarers) Convention, 1946.
73. Medical Examination (Seafarers) Convention, 1946.
74. Certification of Able Seamen Convention, 1946.
75. Accommodation of Crews Convention, 1946.
76. Wages, Hours of Work and Manning (Sea) Convention, 1946.
77. Medical Examination of Young Persons (Industry) Convention, 1946.
78. Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946.
79. Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946.
80. Final Articles Revision Convention, 1946.*
81. Labour Inspection Convention, 1947.*
82. Social Policy (Non-Metropolitan Territories) Convention, 1947.
83. Labour Standards (Non-Metropolitan Territories) Convention, 1947.
84. Right of Association (Non-Metropolitan Territories) Convention, 1947.
85. Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947.
86. Contracts of Employment (Indigenous Workers) Convention, 1947.

*The 19 Conventions marked with asterisk have been ratified by India.

87. Freedom of Association and Protection of the Right to Organise Convention, 1948.
88. Employment Service Convention, 1948.
89. Night Work (Women) Convention (Revised), 1948.*
90. Night Work of Young Persons (Industry) Convention (Revised), 1948.*
91. Paid Vacations (Seafarers) Convention (Revised), 1949.
92. Accommodation of Crews Convention (Revised), 1949.
93. Wages, Hours of Work and Manning (Sea) Convention, (Revised), 1949.
94. Labour Clauses (Public Contracts) Convention, 1949.
95. Protection of Wages Convention, 1949.
96. Fee-Charging Employment Agencies Convention (Revised), 1949.
97. Migration for Employment Convention (Revised), 1949.
98. Right to Organise and Collective Bargaining Convention, 1949.
99. Minimum Wage Fixing Machinery (Agriculture) Convention, 1951.
100. Equal Remuneration Convention, 1951.

RECOMMENDATIONS

1. Unemployment Recommendation, 1919.
2. Reciprocity of Treatment Recommendation, 1919.
3. Anthrax Prevention Recommendation, 1919.
4. Lead Poisoning (Women and Children) Recommendation, 1919.
5. Labour Inspection (Health Services) Recommendation, 1919.
6. White Phosphorous Recommendation, 1919.
7. Hours of Work (Fishing) Recommendation, 1920.
8. Hours of Work (Inland Navigation) Recommendation, 1920.
9. National Seamen's Code Recommendation, 1920.
10. Unemployment Insurance (Seamen) Recommendation, 1920.
11. Unemployment (Agriculture) Recommendation, 1921.
12. Maternity Protection (Agriculture) Recommendation, 1921.
13. Night Work of Women (Agriculture) Recommendation, 1921.
14. Night Work of Children and Young Persons (Agriculture) Recommendation, 1921.
15. Vocational Education (Agriculture) Recommendation, 1921.
16. Living-in Conditions (Agriculture) Recommendation, 1921.
17. Social Insurance (Agriculture) Recommendation, 1921.
18. Weekly Rest (Commerce) Recommendation, 1921.
19. Migration Statistics Recommendation, 1922.
20. Labour Inspection Recommendation, 1923.
21. Utilisation of Spare Time Recommendation, 1924.
22. Workmen's Compensation (Minimum Scale) Recommendation, 1925.
23. Workmen's Compensation (Jurisdiction) Recommendation, 1925.
24. Workmen's Compensation (Occupational Diseases) Recommendation, 1925.
25. Equality of Treatment (Accident Compensation) Recommendation, 1925.
26. Migration (Protection of Females at Sea) Recommendation, 1926.
27. Repatriation (Ship Masters and Apprentices) Recommendation, 1926.
28. Labour Inspection (Seamen) Recommendation, 1926.
29. Sickness Insurance Recommendation, 1927.
30. Minimum Wage-Fixing Machinery Recommendation, 1928.
31. Prevention of Industrial Accidents Recommendation, 1929.

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*The 19 Conventions marked with asterisk have been ratified by India.

32. Power Driven Machinery Recommendation, 1929.
33. Protection against Accidents (Dockers) Reciprocity Recommendation, 1929.
34. Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929.
35. Forced Labour (Indirect Compulsion) Recommendation, *1930*.
36. Forced Labour (Regulation) Recommendation, 1930.
37. Hours of Work (Hotels, etc.) Recommendation, 1930.
38. Hours of Work (Theatres, etc.) Recommendation, 1930.
39. Hours of Work (Hospitals, etc.) Recommendation, 1930.
40. Protection against accidents (Dockers) Reciprocity Recommendation, 1932.
41. Minimum Age (Non-Industrial Employment) Recommendation, 1932.
42. Employment Agencies Recommendation, 1933.
43. Invalidity, Old-age and Survivors' Insurance Recommendation, 1933.
44. Unemployment Provision Recommendation, 1934.
45. *Unemployment (Young Persons) Recommendation, 1935.*
46. Elimination of Recruiting Recommendation, 1936.
47. Holidays with Pay Recommendation, 1936.
48. Seamen's Welfare in Ports Recommendation, 1936.
49. Hours of Work and Manning (Sea) Recommendation, 1936.
50. Public Works (International Co-operation) Recommendation, 1937.
51. Public Works (National Planning) Recommendation, 1937.
52. Minimum Age (Family Undertakings) Recommendation, 1937.
53. Safety Provisions (Building) Recommendation, 1937.
54. Inspection (Building) Recommendation, 1937.
55. Co-operation in Accident Prevention (Building) Recommendation, 1937.
56. Vocational Education (Building) Recommendation, 1937.
57. Vocational Training Recommendation, 1939.
58. Contracts of Employment (Indigenous Workers) Recommendation, 1939.
59. Labour Inspectorates (Indigenous Workers) Recommendation, 1939.
60. Apprenticeship Recommendation, 1939.
61. *Migration for Employment Recommendation, 1939.*
62. Migration for Employment (Co-operation between States) Recommendation, 1939.
63. Control Books (Road Transport) Recommendation, 1939.
64. Night Work (Road Transport) Recommendation, 1939.
65. Methods of Regulating Hours (Road Transport) Recommendation, 1939.
66. Rest Periods (Private Chauffeurs) Recommendation, 1939.
67. Income Security Recommendation, 1944.
68. Social Security (Armed Forces) Recommendation, 1944.
69. Medical Care Recommendation, 1944.
70. Social Policy in Dependent Territories Recommendation, 1944.
71. Employment (Transition from War to Peace) Recommendation, 1944.
72. Employment Service Recommendation, 1944.
73. Public Works (National Planning) Recommendation, 1944.
74. Social Policy in Dependant Territories (Supplementary Provision) Recommendation, 1945.
75. Seafarers' Social Security (Agreements) Recommendation, 1946.
76. Seafarers' (Medical Care for Dependents) *Recommendation, 1946.*
77. Vocational Training (Seafarers) Recommendation, 1946.

78. Bedding, Mess Utensils and Miscellaneous Provisions (Ships' Crews) Recommendation, 1946.
79. Medical Examination of Young Persons Recommendation, 1946.
80. Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946.
81. Labour Inspection Recommendation, 1947.
82. Labour Inspection (Mining and Transport) Recommendation, 1947.
83. Employment Service Organisation Recommendation, 1948.
84. Labour Clauses (Public Contracts) Recommendation, 1949.
85. Protection of Wages Recommendation, 1949.
86. Migration for Employment Recommendation (Revised), 1949.
87. Vocational Guidance Recommendation, 1949.
88. Vocational Training of Adults (Including Disabled Persons) Recommendation, 1950.
89. Minimum Wage Fixing Machinery (Agriculture) Recommendation, 1951.
90. Equal Remuneration Recommendation, 1951.
91. Collective Agreements Recommendation, 1951.
92. Voluntary Conciliation and Arbitration Recommendation, 1951.

APPENDIX IV

NAMES AND DESIGNATIONS OF PRINCIPAL OFFICERS CONNECTED WITH LABOUR LAWS AND LABOUR ADMINISTRATION AT THE CENTRE AND IN THE STATES

Designation	Name
MINISTRY OF LABOUR	
GOVERNMENT OF INDIA	
Labour Minister	Shri Jagjivan Ram*
Secretary to the Government of India, Ministry of Labour, New Delhi..	Shri V. K. R. Menon, I.C.S.
Joint Secretary to the Government of India Ministry of Labour, New Delhi. ..	Shri K. N. Subramanian, I.C.S.
Director General of Resettlement and Employment, New Delhi	Dr. N. Das, Ph.D., I.C.S.
Chief Labour Commissioner (Central) New Delhi	Shri L. C. Jain, I.C.S.
Chief Advisor, Factories, New Delhi ..	Shri N. S. Mankiker, B.Sc., B.E., A.M.I.E. (India).
Director, Labour Bureau, Simla	Shri S. R. Deshpande.†
Chief Inspector of Mines in India, Dhanbad ..	Shri N. Barraclough, C.B.E., B.Sc., (Hons).
Coal Mines Welfare Commissioner and Mica Mines Labour Welfare Commissioner, Dhanbad	Shri R. S. Misra, I.A.S.
Coal Mines Provident Fund Commissioner ..	Shri S. N. Mubayi.
Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Madras, Nellore	Shri B. Joogappa.
Controller of Emigrant Labour, Shillong ..	Shri K. C. Subarno.
Chairman, Labour Appellate Tribunal, Calcutta	Shri J. N. Mazumdar.
Member, Labour Appellate Tribunal, Calcutta	Shri R. C. Mitter.
Member, Labour Appellate Tribunal, Bombay	Shri K. P. Lakshmana Rao.
Member, Labour Appellate Tribunal, Bombay	Shri G. P. Mathur.
Member, Labour Appellate Tribunal Bombay	Shri F. Jeejeebhoy.
Chairman, Industrial Tribunal, Dhanbad ..	Shri S. P. Varma, Bar-at-Law.
Chairman, Industrial Tribunal, Calcutta ..	Shri Kartar Singh Compbellpuri.
Director General, Employees' State Insurance Corporation, New Delhi	Dr. C. L. Katial, M.B., B.S., D.T.M., (Liverpool), L.M. (Dublin).

*At present Shri V. V. Giri.

† At present Shri N. K. Adyanthaya.

1	2
PART A STATES	
ASSAM	
Labour Commissioner	Shri H. P. Duara, B.Com., (Leeds).
Assistant Labour Commissioner	Shri B. Sarma, M.A.
Director of Statistics	Shri S. C. Sharma, M.Sc., (Cal.), M.A., (Columbia).
Chief Inspector of Factories	Shri G. C. Goswami, B. Eng., (Sheff.) A.M.I. Mech. E.
BIHAR	
Commissioner of Labour, Statistical Authority and Registrar of Trade Unions	Shri R. S. Pande, I.A.S.
Deputy Commissioner of Labour	Shri B. P. Singh.
4 Assistant Commissioners of Labour ..	..
Chief Inspector of Factories	Shri, A. Samad.
Chief Inspector of Boilers	Shri M. Moore.
Chairman Industrial Tribunal	Shri H. K. Chaudhry.
BOMBAY	
Commissioner of Labour	Shri P. N. Damry, I.A.S.
Deputy Commissioner of Labour (Administration)	Shri V. P. Keni, M.A.
Deputy Commissioner of Labour (Welfare) ..	Shri C. V. Bhatt, M.A. (Lond.)
Deputy Commissioner of Labour (Information)	Shri C. Thomas, M.A., LL.B.
12 Assistant Commissioners of Labour ..	..
Chief Inspector of Factories	Shri N. G. Kewalramani, B.Sc. (Eng.), (Glas), C.P.E., B.E. (Civil) Bom., M.R. San. I.
Chief Inspector of Steam Boilers and Smoke Nuisances	Shri C. W. Everett, J. P.
President Industrial Court	Shri K. C. Sen, B.A. (Cantab), I.C.S. (Retired.)
Member Industrial Court	Shri P. S. Bakhle B.A., LL.B.
Member, Industrial Court	Shri S. H. Naik, M.A., LL.B.
Adjudicator	Shri S. M. Merchant, B.A., LL.B.
Adjudicator	Shri I. G. Thakore, B.A., LL.B.
Registrar, Industrial Court	Shri K. R. Wazkar, M.A., LL.B.
Deputy Registrar, Industrial Court ..	Shri S. R. Advalpalkar, M.A., LL.B.
Judge, Labour Court, Bombay	Shri N. N. Majumdar, B.A., LL.B.

1	2
Judge, Labour Court, Ahmedabad (1) ..	Shri P. D. Vyas, B.A., LL.B.
Judge, Labour Court, Ahmedabad (2) ..	Shri D. M. Vin, B.A., LL.B.
Judge, Labour Court, Sholapur	Shri B. S. Dingare, B.A., LL.B.
Judge, Labour Court, Jalgaon	Shri M. N. Nagarashna, B.Sc., LL.B.
	MADHYA PRADESH
Labour Commissioner, Chief Conciliator, Registrar of Trade *Unions*, *Chief Inspector* of Factories and Statistics Authority	Shri P. K. Sen, B.Sc., (Edin.).
Assistant Labour Commissioner	Shri R. P. Mishra, M.A.
State Industrial Court	Shri G. P. Bhutt, B.A., LL.B.
	MADRAS
Commissioner of Labour, Registrar of Trade Unions and Chief Inspector of Factories ..	Shri C. G. Reddi, B.Sc., Techn., (Manchester) M.I.E., (India).
Assistant Commissioner of Labour and Additional Commissioner for Workmen's Compensation	Shri K. Srinivasan, B.A.
Assistant Commissioner of Labour and Additional Commissioner of Workmen's Compensation	Shri J. Viswanatha Reddi, B.A.,B. L.
Deputy Chief Inspector of Factories, Madras	Shri C. R. Reddi, B.A., B.Sc., (Lond.), A.C.G.I.
Industrial Tribunal, Madras	Shri A. M. R. Davidar, M.A., B.L.
Vijayawada	Shri Abdul Sattar, B.A., B.L.
Coimbatore	Shri P. V. Krishnaswami, B.A., B.L.
Madurai	Shri T. S. Viswanatha Ayyar, B.A.,B.L.
	ORISSA
Labour Commissioner, Chief Inspector of Factories, Chief Inspector of Boilers, Registrar of Trade Unions, Conciliation officer etc. ..	Shri M. L. Narasimiengar, B.A., B.E., M.I.E. (India).
Assistant Labour Commissioner, Conciliation Officer and Additional Inspector of Factories	Shri S. Misra, B.A., LL.B., D.L.W. (Bombay).
Statistics Authority	Shri P. B. Brahma, B.Sc.
	PUNJAB
Labour Commissioner and Chief Inspector of Factories	Shri G. W. Balchandani, M.A., LL.B., D.S.W., F.R.E.S.
Labour Officer and Chief Inspector of Shops	S. Harbans Raj Singh, M.A.
Industrial Tribunal	Shri Avtar Narain Gujral.

1	2
UTTAR PRADESH	
Labour Commissioner	Shri O. N. Misra.
Deputy Labour Commissioner and Registrar of Trade Unions	Shri Mahesh Chandra Pant.
Two Assistant labour Commissioners ..	..
Assistant Registrar of Trade Unions ..	Shri Pawan Behari Lal.
Chief Inspector of Factories	Shri K. K. Batliwala.
Deputy Chief Inspector of Shops and Commissioner Commercial Establishments ..	Shri P. N. Sabharwal.
Chief Inspector of Boilers	Shri R. P. Singh.
President, State Industrial Tribunal ..	Shri Radha Mohan, I.A.S.
Member, State Industrial Tribunal	Shri Sheo Baran Singh.
Member, State Industrial Tribunal	Shri Vijai Pal Singh.
WEST BENGAL	
Labour Commissioner, Registrar of Trade Unions, Statistics Authority, Conciliation Officer, Certifying Officer for Standing Orders and Chief Inspector of Shops and Establishments, etc.	Shri S. K. Haldar, I.C.S.
Deputy Labour Commissioner	Shri D. Chatterjee, B.A.
Deputy Labour Commissioner	Shri K. K. Mitra.
Authority under the Payment of Wages Act*	Shri P. C. Maitra.
Chief Inspector of Factories	Shri A. D. Joardar.
Judges of the Industrial Tribunals	(1) Shri S. N. Modak, I.C.S. (Retd.). (2) Shri A. Das Gupta. (3) Shri P. R. Mukerjee. (4) Shri M. C. Banerjee. (5) Shri G. Palit. (6) Shri S. K. Niyogi.
PART B STATES	
HYDERABAD	
Labour Commissioner	Shri Syed Abdul Lateef Razvi.
Deputy Labour Commissioner	Shri B. N. Waghray.
3 Assistant Labour Commissioners	..
Chief Inspector of Factories	Shri M. A. Mirza.
Industrial Tribunal and Judge, Industrial Court	Shri H. Hannumanth Rao, H.C.S.

*Authority under the Minimum Wages Act, 1948 for Calcutta and Registrar, Workmen's Compensation Court.

1	2
Jammu and Kashmir	
Chief Inspector of Factories	Shri T. C. Wazir.
Madhya Bharat	
Commissioner of Labour and Chief Conciliator	Shri A. S. Banavalikar, B.A. (Hons), A.T.A. (India).
Deputy Commissioner of Labour and Conciliator for the Local areas of Ujjain and Gwalior	Shri B. S. Arora.
Assistant Commissioner of Labour and Registrar of Trade Unions	Shri N. R. Jatar, B.Sc.
Chief Inspector of Factories	Shri V. N. Sherlekar, L.M.E., A.M.I.E. (Tech. I).
Chief Inspector of Boilers	Shri K. K. Mirza.
President, Industrial Court	Shri G. R. Garde, B.A., LL.B.
Member Judge, Industrial Court	Shri R. S. Date, B.A., LL.B.
Judge, Labour Court, Indore	Shri L. P. Hirve, M.A., LL.B.
Registrar, Industrial Court	Shri S. S. Gadre, B.A., LL.B.
Judge, Labour Court, Ujjain	Shri J. P. Saxena, B.Sc., LL.B.
Judge, Part Time Labour Court, Gwalior ..	Shri Syed Manzarli Rizvi, B.A., LL.B.
Mysore	
Labour Commissioner and ex-officio Chief Inspector of Factories	Shri B. S. Puttaswami, B.A., B.L.
Assistant Labour Commissioner, Bangalore Division	Shri C. R. Keshavamurthy, B.A., LL.B.
Assistant Labour Commissioner, Kolar Division	Shri M. Abdul Ali, M.A., LL.B.
Assistant Labour Commissioner, Mysore Division	Shri T. Sadasivaiah, B.A.
Assistant Labour Commissioner, Shimoga Division	Shri M. C. Chandrasekharaiah, B.A.
Assistant Labour Commissioner, Plantation Division	Shri I. Nagappa, B.A.
Patiala and East Punjab States Union	
Director of Industries, ex-officio Labour Commissioner and Chief Inspector of Factories and Boilers, Registrar of Trade Unions, Certifying Officer under Employment (Standing Orders) Act, 1946	Sardar Amrit Lal, B.A.
Rajasthan	
Labour Commissioner	Shri S. N. Shukla, M.A., LL.B.
Chief Inspector of Factories and Boilers ..	Shri Hans Raj Pabuwal, B.Sc., (Eng.) A.M.I.E.
Special Labour Officer	Shri Narendra Kumar Joshi, B.A., LL.B.

1	2
Saurashtra	
Under Secretary to Department of Labour and ex-officio Commissioner of Labour ..	Shri D. K. Badheka, B.A., LL.B.
Assistant Commissioner of Labour and Registrar of Trade Unions, etc.	Shri A. V. Vyas, M.A., LL.B.
Assistant Commissioner of Labour	Shri M. B. Dave, B.A., LL.B.
Travancore-Cochin	
Labour Commissioner, Certifying Officer and Registrar of Trade Unions	Shri P. N. Krishna Pillai B.A., B.L.*
4 Assistant Labour Commissioners	..
Chief Inspector of Factories and Boilers ..	Shri P. S. Kukillaya, B.Sc., (Eng.).
Industrial Tribunal, Trivandrum	Shri C. S. Lakshmanan Pillai, B.A., B.L.
Industrial Tribunal, Alleppey	Shri K. N. Kunjukrishna Pillai, B.A., B.L.
Industrial Tribunal, Ernakulam	Shri C. Sankara Menon, B.A., B.L.
PART C STATES	
Ajmer	
Labour Officer, Statistics Authority, Conciliation Officer, Registrar of Trade Unions, Certifying Officer under the Industrial Employment (Standing Orders) Act, and Director of Industries	Shri Omkar Nath Sharma.
Chief Inspector of Factories and Electrical and Boiler Inspector, Ajmer	Shri N. R. Mohindra.
Inspector of Factories and Appellate Authority under the Industrial Employment (Standing Orders) Act, 1946	Shri A. R. Saddiqui.
Bhopal	
Secretary Development (Labour) and Appellate Authority under the Industrial Employment (Standing Orders) Act	Lt. Col. B. N. Vencoba Rao.
Labour Officer, Conciliation Officer and Certifying Officer.	Shri Mumnoon Hasan Khan.
Assistant Labour Officer and Registrar of Trade Unions	Shri Devi Dayal Verma.
Inspector of Factories and Boilers	Shri B. K. Mittra.
Coorg	
Chief Inspector of Factories, Statistics Authority Certifying Officer and Conciliation Officer	Shri N. C. Subaya, B.A.
Registrar of Trade Unions	Shri P. M. Chengappa, C.H.D., F. R. Econs. (London).

*Since resigned. At present Shri M. K. Devassy B.A., B.L.

1	2
DELHI	
Director of Industries and Labour, Conciliation Officer, Registrar of Trade Unions, and Appellate Authority under the Industrial Employment (Standing Orders) Act, 1946	Dr. B. R. Seth, M.A., Ph. D.
Chief Inspector of Factories and Boilers ..	Shri N. R. Mohindra (Offg.).
HIMACHAL PRADESH	
Director of Industries and Inspector of Factories (dealing also with matters concerning labour)	Shri Ram Lal.
VINDHYA PRADESH	
Director of Industries and *ex-officio* Labour Commissioner	Shri Ramdayal Singh, M.A.
TRIPURA	
Labour Officer	Shri B. C. Haldor, B.L.
KUTCH	
Chief Inspector of Factories, Statistics Authority and the Certifying Officer, etc. ..	Shri P. K. Vora, B.E., A.M.I.E.

APPENDIX V

LIST OF OFFICERS APPOINTED AS COMMISSIONERS FOR WORKMEN'S COMPENSATION IN DIFFERENT STATES

State 1	Officer appointed as Commissioner for Workmen's Compensation 2	Jurisdiction 3
1. Assam ..	(*i*) Deputy Commissioners:— Lakhimpur, Sibsagar, Kamrup, Nowgong, Darrang, Goalpara, Garo Hills, Cachar, Khasi and Jaintia Hills and Naga Hills.	Within their respective Districts.
	(*ii*) Political Officers:	
	(*a*) Lokra, Balipara Frontier Tract.	Balipara Frontier Tract.
	(*b*) Margheritta, Tirap Frontier Tract.	Tirap Frontier Tract.
	(*iii*) Superintendent, Aijal, Distt. Lushai Hills	Lushai Hills.
	(*iv*) Controller of Emigrant Labour.	Labourers employed in tea plantations and in Government projects in field.
2. Bihar ..	(*i*) Commissioner of Labour ..	Whole State.
	(*ii*) District Magistrates:— Patna, Gaya, Shahabad, Champaran, Darbhanga, Purnea, Saran, Monghyr, Bhagalpur and Muzaffarpur.	Within their respective Districts.
	(*iii*) Additional District Magistrate: Saharsa.	Sub-district of Saharsa.
	(*iv*) Additional District Magistrate: Darbhanga.	For a period of six months at present.
	(*v*) Deputy Commissioners: Palamau, Ranchi, Santhal Parganas, Hazaribagh Manbhum, Singhbhum	With their respective Districts. The jurisdiction of Deputy Commissioners of Hazaribagh, Manbhum, and Singhbhum, however, does not extend to the following sub-divisions in their respective Districts: Giridih, Dhanbad and Dhalbhum.
	(*vi*) Additional Deputy Commissioner, Dhanbad.	Dhanbad Sub-Divisions.
	(*vii*) Sub-Divisional Officers: Giridih and Dhalbhum.	Within their respective Sub-Divisions.
3. Bombay ..	(*i*) Commissioner for Workmen's Compensation.	Bombay, Bombay Suburban District, Ahmedabad District. All cases connected with the B.B. & C.I. and G.I.P. Railways and Hydro-electric companies under the management of Messrs. Tata Hydro-electric Agencies Ltd., arising in the State. General jurisdiction over the whole State.

1	2	3
3. Bombay—*contd.*	(*ii*) Civil Judges (Senior Division): Kaira, Panch Mahals, Broach, Surat, Thana, Ahmednagar, West Khandesh, Nasik, Satara North, Satara South, Belgaum, Bijapur, Dharwar, Hubli (Taluka), Kanara, Ratnagiri, Banas Kantha, Sabar Kantha, Kolhapur, Baroda, Mehsana and Ameroli Districts.	Within their respective Districts. The jurisdiction of Civil Judge, Dharwar does not extend to Hubli and Gadag Talukas. The jurisdiction of Civil judge, Ameroli does not extend to Okhamandal Taluka.
	(*iii*) Judge, Labour Courts :	
	(*a*) Jalgaon	East Khandesh District.
	(*b*) Sholapur	Sholapur District.
	(*iv*) Judge, Court of Small Causes, Poona.	Poona District.
	(*v*) Civil Judge (Junior Division)	
	(*a*) Alibag	Kolaba District.
	(*b*) Gadag	Gadag Taluka.
	(*c*) Ahva	Dangs District.
	(*d*) Okhamandal	Okhamandal Taluka.
4. Madhya Pradesh	(*i*) District and Session Judges: Nagpur, Wardha, Hoshangabad, Chhindwara, Nimar, Khandwa, Raipur, Amravati, Akola, Durg at Rajnandgaon and Raigarh.	Within their respective Districts.
	(*ii*) Civil Judges (Class I): Chanda, Betul, Balaghat, Yeotmal, Buldana, Khamgaon, Jagdalpur and Ambikapur.	
	(*iii*) Sub-Divisional Officers :	
	(*a*) Korea (Baikunthpur) ..	
	(*b*) Sarangapur, Raigarh Distt.	Sarangarh Sub-Division.
	(*c*) Jashpur, Raigarh Distt. ..	Jashpur Sub-Division.
	(*d*) Sarangarh, Raigarh Distt. ..	Raigarh Sub-Division.
	(*iv*) Additional Deputy Commissioner.	Jashpur Sub-Division.
	(*v*) Additional Deputy Commissioner, Korea, Surguja District.	Korea Sub-Division.
5. Madras ..	(*i*) Commissioner of Labour ..	Whole State.
	(*ii*) Assistant Commissioner of Labour. (*iii*) Additional Assistant Commissioner of Labour.	Whole State. As Additional Commissioners for Workmen's Compensation.
6. Orissa ..	(*i*) District Magistrate Kalahandi	Kalahandi District.
	(*ii*) Additional District Magistrates: Cuttack, Puri Balasore, Sambalpur, Ganjam, Koraput, Mayurbhanj, Keonjhar, Sundergarh, Bolangir, Dhenkanal and Khandmals.	Within their respective jurisdiction.
	(*iii*) Sub-Divisional Officer, Talcher	Within his jurisdiction.
7. Punjab ..	(*i*) Senior Sub-Judges	Within their respective Districts.
	(*ii*) Sub-Divisional Officer, Kulu, Kangra District.	Kulu Sub-Division.
8. Uttar Pradesh	District Magistrates	Within their respective Districts.

1	2	3
9. West Bengal	(*i*) Commissioner, Workmen's Compensation. (*ii*) Deputy Commissioners: Darjeeling, Jalpaiguri and Cooch-Bihar.	Whole State. Within their respective Jurisdictions.
10. Ajmer ..	Commissioner under the Workmen's Compensation Act.	Whole State.
11. Bhopal ..	(*i*) District Magistrates: Sehore and Raisen. (*ii*) Additional District Magistrates, Sehore.	Within their respective Districts. City of Bhopal.
12. Bilaspur (Simla Hills).	District Magistrate, Bilaspur ..	Whole State.
13. Coorg ..	Commissioner under Workmen's Compensation Act.	Whole State.
14. Delhi ..	Judge, Small Causes Court, Delhi	Whole State.
15. Himachal Pradesh.	Deputy Commissioners.. ..	Within their respective Districts.
16. Kutch ..	District and Sessions Judge ..	Whole State.
17. Vindhya Pradesh	Deputy Commissioners: Rewa, Satna, Shahdol, Chhatarpur, Panna, Datia, Tikamgarh, and Sidhi.	Within their respective Districts.
18. Hyderabad ..	(*i*) Labour Commissioner .. (*ii*) Collectors .. .. (*iii*) Development Officer, Tungabhadhra Project. (*iv*) Deputy Collectors: Asifabad and Yellandu.	Whole State. Within their respective Districts. Munirabad in Raichur District. Within their respective jurisdiction.
19. Jammu and Kashmir.	District and Sessions Judges ..	Within their respective Districts.
20. Madhya Bharat	(*i*) Judge, Labour Court, Indore and Ujjain. (*ii*) Judge, Part-time Labour Court, Gwalior.	Within their jurisdiction. The Judge, Labour Court, Ujjain is the Commissioner for Workmen's Compensation for Railway Lands in Madhya Bharat. Within his jurisdiction.
21. Mysore ..	Deputy Commissioners.. ..	Within their respective Districts.
22. Rajasthan ..	Labour Commissioner	Whole State.
23. Travancore-Cochin.	(*i*) Labour Commissioner .. (*ii*) District Magistrate, Trichur	Within Travancore area. Within Cochin.
24. Saurashtra ..	Industrial Tribunal.	

APPENDIX VI

LIST OF IMPORTANT WORKERS' ORGANISATIONS

(MEMBERSHIP AND FINANCES OF REGISTERED TRADE UNIONS HAVING MEMBERSHIP OF 1,000 OR MORE)

The following statement gives certain details about the membership and finances of registered trade unions having a membership of 1,000 or more, as on 31st March, 1951. The statement has been compiled from information supplied by the various States. No unions having a membership of 1,000 or more were reported from Jammu and Kashmir, PEPSU, Bhopal, Coorg, Himachal Pradesh and Tripura. The available information for the nine Part 'A' States, six Part 'B' States and two Part 'C' States has been arranged in a tabular statement, which gives details of the names and addresses of unions, industries or trades to which these unions belong, dates of formation and registration, membership (men and women) and average monthly income and expenditure. For purposes of industrial classification, only the main industrial groups have been mentioned. The figures regarding income and expenditure have been rounded to the nearest rupee.

Serial No.	Name and address of the union	Industry or trade to which the union belongs	Date of		Membership			Average monthly income	Average monthly expenditure
			Formation	Registration	Men	Women	Total		
1	2	3	4	5	6	7	8	9	10
	ASSAM							Rs.	Rs.
1	Indian Tea Employees' Union, Silchar, Cachar.	Agriculture and allied activities.	22-9-46	10-2-47	*	*	1,452	1,434	792
2	Surma Upatyaka Cha Sramik Union, Karimganj, Cachar.	Do.	20-10-46	27-3-47	*	*	10,340	66	63
3	Assam Cha Karamchari Sangha, Cinnamara, Sibsagar.	Do.	9-2-47	21-4-47	*	*	6,667	1,268	1,193
4	Tezpur Jeels Cha Mazdoor Sangha, Tezpur, Darrang.	Do.	27-11-48	28-2-49	*	*	5,938	60	121
5	Assam Tea Labourers' Association, Toklai bagicha, Cinnamara, Sibsagar.	Do.	24-10-48	10-10-49	*	*	5,550	50	30

6	Cachar Cha Sramik Union, Silchar, Cachar.	Do.	1-1-50	9-1-50	*	*	25,227	3,573	5,488
7	A.O.C. Labour Union, Digboi, Lakhimpur.	Mining and Quarrying.	25-8-46	7-1-47	*	*	6,447	45	700
8	A.O.C. Contractor's Labour Union, Digboi, Lakhimpur.	Do.	19-12-46	9-5-47	*	*	1,604	803	179
	BIHAR								
1	Raj Darbhanga Karamchari Sangh, Raj Secretariat, Darbhanga.	Agricultural and allied activities.	6-8-48	8-4-50	1,799	..	1,799	65	59
2	Indian Miners' Association, Jharia ..	Mining and Quarrying.	17-3-33	15-2-34	5,126	174	5,300	227	242
3	The Coal Workers' Union, Giridih, Hazaribagh.	Do.	17-7-38	4-1-39	6,387	213	6,600	550	543
4	Goa Mines Workers' Union, Bazar Deori, Singhbhum.	Do.	14-4-46	2-8-46	1,485	515	2,000	445	471
5	Rohtas Industries Mazdoor Sangh, Masriganj, Dalmianagar.	Do.	15-12-45	4-9-46	2,895	..	2,895	221	193
6	South Karanpur Coal Miners' Union, P.O. Argoda, Hazaribagh.	Do.	28-7-46	26-10-46	3,615	1,191	4,806	607	607
7	East India Coal Co. Workers' Union, Jealgora, Manbhum.	Do.	10-2-46	4-2-47	1,919	320	2,239	563	771
8	Sendra Colliery Workers' Union, Loyabad, P.O. Bansjora, Manbhum.	Do.	17-11-46	1-3-47	1,021	106	1,127	144	57
9	Baulia Quarries Mazdoor Sangh, P. O. Baulia, Shahabad.	Do.	11-4-46	8-3-47	1,319	304	1,623	458	515

*Separate figures for men and women are not available.

1	2	3	4	5	6	7	8	9	10
	BIHAR—*Contd.*							Rs.	Rs.
10	Lodna Workers' Union, P.O. Jharia, Manbhum.	Mining and Quarrying.	8-9-46	29-3-47	3,251	584	3,835	479	449
11	Rohtas Quarries Mazdoor Sangh, Dumarkhar, P. O. Dariagaon, Shahabad.	Do.	20-9-46	29-3-47	1,037	220	1,257	134	135
12	Hazaribagh District Coal Mazdoor Union, P. O. Giridih, Hazaribagh.	Do.	15-12-46	19-4-47	2,043	69	2,112	44	43
13	Kumardhubi Workers' Union, Kumardhubi, Manbhum.	Do.	7-4-47	20-6-47	3,902	1,373	5,275	1,685	851
14	Mugma Coalfield Workers' Union, P.O. Nirsachati, Manbhum.	Do.	22-6-47	18-11-47	1,033	166	1,199	36	25
15	Chotanagpur Coalfields Workers' Union, P.O. Bokaro, Hazaribagh.	Do.	15-1-47	11-1-48	6,011	3,537	9,548	631	668
16	State Railway Colliery Mazdoor Union, P.O. Bokaro, Hazaribagh.	Do.	2-10-47	11-1-48	3,810	1,552	5,362	611	611
17	Anjaiputra Colliery Mazdoor Union, P.O. Sijua, Manbhum.	Do.	28-4-47	3-8-48	1,082	..	1,082	194	175
18	Indian Mining and Construction Co.'s Employees' Union Sunday Bazar, P.O. Bokari, Hazaribagh.	Do.	..	29-8-49	1,564	..	1,54	228	214
19	Murlidih Mazdoor Union, P. O. Katrasgarh, Manbhum.	Do.	25-2-50	4-8-50	1,188	74	1,262	158	131
20	The Tata Workers' Union, Jamshedpur.	Manufacturing ..	3-4-38	9-12-38	19,836	993	20,829	4,079	4,050

21	The Tatanagar Foundry Workers' Union, E.P. Bustee, P.O. Tatanagar, Singhbhum.	Do.	4-4-38	7-10-39	925	527	1,452	427	386
22	Monghyr Tobacco Manufacturing Workers' Union, Monghyr.	Do.	1-8-44	18-9-45	3,353	62	3,415	3,215	784
23	Japla Labour Union, Japla ..	Do.	29-3-45	22-11-45	1,248	56	1,304	298	246
24	Noamundi Mazdoor Union, P. O. Noamundi, Singhbhum.	Do.	13-4-46	27-6-46	3,274	1,755	5,029	911	601
25	Indian Cable Workers' Union, P.O. Golmuri, Singhbhum.	Do.	23-8-44	4-9-46	912	120	1032	63	112
26	Rameshwar Jute Mills Labour Union, Muktapur, Samastipur, Darbhanga.	Do.	4-2-46	3-9-46	1,327	..	1, 327	131	128
27	Tata Locomotive & Engineering Workers' Union, P.O. Telco Works, Singhbhum.	Do.	14-6-46	20-9-46	2,213	24	2,237	282	282
28	Chaibassa Cement Workers' Union, P.O. Jhinkpani, Singhbhum.	Do.	28-4-47	25-6-47	940	322	1,262	682	342
29	Katihar Mazdoor Sangh, Katihar, Purnea.	Do.	23-9-46	16-8-47	900	250	1,150	72	72
30	Reliance Pottery Workers' Union, P. O. Chirkunda, Manbhum.	Do.	30-12-46	5-10-47	818	331	1,149	474	29
31	Dalmianagar Mazdoor Seva Sangh, P.O. Dalmianagar, Shahabad.	Do.	..	24-9-48	2,866	..	2,866	466	466
32	East Indian Railway Ministerial Staff Association, Sadar Bazar Road, Jamalpur.	Transport, Storage and Communications.	18-7-48	9-5-49	1,470	..	1, 470	191	173

1	2	3	4	5	6	7	8	9	10
	BIHAR—*concld.*							Rs.	Rs.
33	Darbhanga District Board Employees' Association, Laheriasarai (Darbhanga).	Services ..	28-3-46	27-9-46	1,109	3	1,112	36	17
34	The Golmuri Tinplate Workers' Union, P.O. Golmuri, Jamshedpur.	Miscellaneous ..	18-9-37	10-3-38	2,953	72	3,025	475	459
35	S.K.G. Sugar Mill Labour Union, Mirganj, Saran.	Do.	5-10-42	5-5-43	1,123	..	1,123	272	442
36	Motihari Sugar Mill Labour Union, P.O. Motihari, Champaran.	Do.	22-6-46	1-8-46	1,144	..	1,144	616	568
37	Lohat Sugar Factory Labour Union, Lohat, Darbhanga.	Do.	3-2-46	24-9-47	1,830	..	1,830	250	20
38	Tata Mazdoor Sabha, 34 Sarkar Building, Sakchi, Jamshedpur.	Do.	..	20-8-49	5,351	..	5,351	245	141
	BOMBAY								
1	Sakhar Kamgar Sabha, Shrirampur (Distt. Ahmednagar).	Agriculture and allied activities.	12-8-45	17-12-46	2,400	333	2,733	433	359
2	Sugar Workers' Union, Walchandnagar (Distt. Poona).	Do.	24-2-48	31-8-48	1,815	..	1,815	239	97
3	Sakharwadi Kamgar Union, Sakharwadi (Distt. North Satara).	Do.	31-12-47	11-10-48	1,000	250	1,250	535	340
4	Vidi Kamgar Sabha, Poona ..	Manufacturing ..	12-11-49	24-1-50	1,200	1,300	2,500	271	270
5	The Bombay Girni Kamgar Union, (Red Flag), Bombay.	Do.	4-8-35	20-10-35	20,510	5,482	25,992	2,220	3,777

6	The Card Blow and Frame Workers' Union, Ahmedabad.	Do.	1-8-20	26-7-39	9,868	219	10,087	3,411	3,496
7	The Weaving Workers' Union, Ahmedabad.	Do.	26-2-20	31-7-39	26,378	32	26,410	13,558	12,361
8	The Throstle Workers' Union, Ahmedabad.	Do.	20-2-20	2-8-39	19,676	2,057	21,733	6,159	6,652
9	The Winders' Union, Ahmedabad ..	Do.	1-6-20	7-8-39	1,004	3,043	4,047	1,773	1,638
10	The Engine Mechanic & Power Plant Workers' Union, Ahmedabad.	Do.	1-9-19	7-8-39	3,567	90	3,657	1,711	1,521
11	The Bombay Textile Clerks' Union, Bombay.	Do.	24-4-40	13-11-40	3,721	..	3,721	985	870
12	Rashtriya Mill Mazdoor Sangh, Bombay.	Do.	19-5-40	27-8-41	37,066	4,092	41,158	6,105	6,341
13	The Textile Labour Union, Nadiad (Distt. Kaira).	Do.	13-3-43	4-4-44	1,533	109	1,642	652	590
14	The Chalisgaon Girni Kamgar Union, Chalisgaon (Distt. East Khandesh).	Do.	16-3-43	10-5-44	1,417	95	1,512	411	381
15	The Textile Labour Union, Broach ..	Do.	11-3-41	5-4-45	1,434	145	1,579	1,425	632
16	The Rashtriya Girni Kamgar Sangh, Sholapur.	Do.	17-6-45	6-11-46	5,425	698	6,123	803	658
17	The Rashtriya Girini Mazdoor Sangh, Hubli.	Do.	17-7-46	7-12-46	1,222	304	1,526	567	458
18	The Rashtriya Mill Mazdoor Sangh, Amalner (Distt. East Khandesh).	Do.	7-5-47	30-7-47	2,100	303	2,403	1,467	1,176
19	Gokak Girni Rashtriya Mazdoor Sangh, Gokak (Distt. Belgaum).	Do.	26-10-47	21-1-48	1,411	534	1,945	696	648

1	2	3	4	5	6	7	8	9	10
								Rs.	Rs.
	BOMBAY—*contd.*								
20	The Rashtriya Mill Mazdoor Sangh, Dhulia (Distt. West Khandesh).	Manufacturing ..	8-6-48	5-2-49	1,170	348	1,518	358	342
21	Majur Mahajan Sangh, Petlad (Distt. Kaira).	Do.	-8-30	29-3-40	2,590	283	2,873	1,741	1,790
22	Majur Mahajan Sangh, Kalol ..	Do.	1-6-30	23-3-40	3,599	164	3,763	2,129	2,405
23	Majur Mahajan Sangh, Sidhpur ..	Do.	24-9-43	23-3-44	1,524	178	1,702	564	979
24	Majur Mahajan Mandal, Navsari ..	Do.	..	14-11-45	1,216	180	1,396	922	788
25	The Mill Mazdoor Sabha, Baroda ..	Do.	28-3-50	29-4-50	1,307	45	1,352	497	428
26	Mill Mazdoor Sabha, Kalol ..	Do.	7-7-50	19-12-50	900	100	1,000	63	83
27	Ahmedabad Mill Mazdoor Mandal, Ahmedabad.	Do.	4-6-42	21-2-51	3,357	194	3,551	798	758
28	The Surat Silk Mill Workers' Union, Surat.	Do.	1-10-47	21-2-48	1,327	212	1,539	426	375
29	Mumbai Woollen Mill Kamgar Union, Bombay.	Do.	5-10-47	28-2-48	829	180	1,009	247	304
30	Ahmedabad Textile Technicians and Officers' Union, Ahmedabad.	Do.	5-8-49	9-12-49	1,079	..	1,079	222	134
31	National Wood and Furniture Workers' Union, Bombay.	Do.	-7-44	14-7-45	1,004	..	1,004	239	202
32	The Times of India, Indian Employees Union, Bombay.	Do.	-7-46	15-11-46	1,574	3	1,577	477	640

33	Firestone Tyre Employees' Union, Bombay.	Do.	2-4-50	21-6-50	1,049	..	1,049	342	143
34	The Chemical Mazdoor Sabha, Bombay	Do.	..	30-8-47	2,281	450	2,731	693	625
35	Ordnance Employees' Union, Ambernath.	Do.	4-1-48	29-5-48	1,139	..	1,139	104	162
36	Rashtriya Wimco Kamgar Sangh, Ambernath.	Do.	9-12-49	24-2-50	1,158	50	1,208	341	388
37	The Godrej and Boyce Workers' Union, Bombay.	Do.	13-6-42	1-4-43	1,378	..	1,378	131	36
38	Metal Mazdoor Sabha, Bombay ..	Do.	7-4-46	20-9-47	1,386	30	1,416	372	377
39	Lever Brothers (India) Ltd., and Associated Co.'s Employees' Union, Bombay.	Do.	1-8-46	29-11-46	1,804	142	1,946	729	805
40	Bombay General Employees' Association, Bombay.	Electricity, Gas, Water and Sanitary Services.	30-3-48	18-9-48	2,228	..	2,228	731	695
41	The Ahmedabad Electricity Employees' Union, Ahmedabad.	Do.	30-10-46	13-2-47	1,500	..	1,500	378	244
42	Ahmedabad Gumasta Mahamandal, Ahmedabad.	Commerce ..	9-4-45	6-11-46	1,138	..	1,138	74	106
43	Bombay Automobile Employees' Union, Bombay.	Do.	29-3-48	24-8-48	2,598	9	2,607	1,086	1,097
44	Imperial Bank of India Staff Association, Poona.	Do.	6-9-48	26-1-49	1,134	1	1,135	1,148	473
45	The Barsi Light Railwaymen's Union, Barsi.	Transport, Storage and Communications.	5-6-46	13-2-47	1,628	4	1,632	559	428

1	2	3	4	5	6	7	8	9	10
	BOMBAY—*contd.*							Rs.	Rs.
46	Bombay Taxi Association, Bombay ..	Transport, Storage and Communications	25-8-28	12-9-28	1,892	11	1,903	1,023	878
47	State Transport Kamgar Sabha, Poona.	Do.	14-11-49	21-12-49	1,400	..	1,400	629	623
48	The National Seamen's Union of India, Bombay.	Do.	22-3-31	30-3-32	29,513	..	29,513	8,473	10,121
49	The Seamen's Union, Bombay ..	Do.	27-8-38	23-3-39	7,409	..	7,409	3,852	1,504
50	The Bombay Port Trust Employees' Union, Bombay.	Do.	15-3-20	4-1-29	2,401	11	2,412	1,364	1,580
51	The Bombay Dock Workers' Union, Bombay.	Do.	25-10-31	5-2-32	8,964	38	9,002	3,196	3,075
52	The Bombay Port Trust General Workers' Union, Bombay.	Do.	8-12-45	17-1-46	1,027	..	1,027	577	355
53	National Dock Workers' Union, Bombay.	Do.	5-11-44	12-4-50	1,996	2	1,998	435	288
54	Telephone Workers' Union, District and Workshops (Indian Posts and Telegraphs Department), Bombay	Do.	11-11-41	19-12-41	861	181	1,042	378	399
55	M. T. Store Sub-Depot Workers' Union, Poona.	Do.	..	10-1-48	867	150	1,017	89	128
56	The Victoria Drivers' Sangh, Bombay	Do.	8-1-47	22-7-49	1,352	..	1,352	438	265
57	Petroleum Workmen's Union Bombay	Do.	..	11-10-49	3,890	8	3,898	1,731	1,677

58	B.B. and C.I. Railway Employees' Union, Bombay.	Do.	1-8-20	31-10-27	14,182	173	14,355	2,640	2,804
59	G.I.P. Railway National Railway Workers' Union, Bombay.	Do.	30-3-48	8-5-48	37,429	386	37,815	6,129	5,533
60	G.I.P. Railway Mazdoor Panchayat, Bombay.	Do.	19-9-48	18-1-49	32,148	395	32,543	4,310	3,268
61	Diu Navik Union, Bombay	Do.	3-8-49	30-9-49	1,700	..	1,700	142	9
62	Air India Employees' Union, Bombay	Do.	20-4-45	2-4-49	1,028	5	1,033	232	356
63	The Municipal Workers' Union, Bombay.	Services ..	27-2-35	29-3-35	1,121	32	1,153	239	777
64	Ahmedabad Municipal Servants' Association, Ahmedabad.	Do.	2-2-30	8-4-47	1,440	59	1,499	459	278
65	Bombay Municipal Subordinate Staff Union, Bombay.	Do.	2-8-46	30-1-48	925	82	1,007	341	587
66	Central Excise Employees' Union, Bombay.	Do.	19-5-46	22-5-48	1,637	3	1,640	865	706
67	Association of the Civilian Employees of the 512 Command, I.E.M.E. Workshop, Kirkee.	Do.	15-9-46	2-2-48	1,215	1	1,234	338	172
68	Indian Motion Picture Employees' Union, Bombay.	Miscellaneous ..	6-1-48	12-6-48	1,520	..	1,520	512	535
69	Central Ordnance Depot Workers' Union, Dehu (Distt. Poona).	Do.	3-7-48	8-12-48	1,200	..	1,200	193	193
70	Ordnance Depot Workers' Union, Talegaon, Dabhade (Distt. Poona).	Do.	22-10-49	31-1-50	846	167	1,013	284	247
71	Hotel Mazdoor Sabha (Bombay South), Bombay.	Do.	25-9-50	4-11-50	1,218	..	1,218	198	125

1	2	3	4	5	6	7	8	9	10
								Rs.	Rs.
	MADHYA PRADESH								
1	C.P. Mine Workers' Union, Chhindwara	Mining and Quarrying.	9-6-40	31-7-42	1,634	46	1,680	280	272
2	M.P. Rashtriya Coal Mines Workers' Union, Chandametta.	Do.	8-5-47	20-12-47	3,000	500	3,500	437	433
3	I.L.P. Bidi Workers' Union, Sadar Bazar, Nagpur.	Manufacturing ..	5-6-48	24-8-49	4,669	738	5,407	675	586
4	Hinganghat Girni Mazdoor Sangh, Hinganghat.	Do.	3-2-38	11-4-38	1,654	197	1,851	442	231
5	I.L.P. Cotton Mill, Workers' Union, Sadar Bazar, Nagpur.	Do.	4-1-46	5-6-46	2,902	1,060	3,962	495	502
6	Rashtriya Mill Mazdoor Sangh, I.N. T.U.C. Office, Walker Road, Nagpur.	Do.	11-4-48	8-6-48	4,212	374	4,586	573	729
7	Burhanpur National Textile Union, Burhanpur.	Do.	29-3-49	18-5-49	1,036	6	1,042	51	26
8	Burhanpur Tapti Mill Mazdoor Sangh, Burhanpur.	Do.	10-5-39	29-11-39	1,654	197	1,851	442	231
9	Gun Carriage Factory Labour Union, Jabalpur.	Do.	12-4-45	14-10-46	3,460	82	3,542	199	248
10	Labour Union Ordnance Factory, Katni.	Do.	13-3-47	7-4-49	1,346	3	1,349	210	68
11	All India Railwaymen's Union, 44 King'sway Nagpur.	Transport, Storage and Communications	1-9-39	16-10-39	7,115	23	7,138	140	98

	MADRAS								
1	The Estate Staff Union of South India, Coonoor P.O.	Agricultural and allied activities.	16-12-45	24-3-47	2,175	82	2,257	931	801
2	The Nilgiris District Estate Workers' Union, Coonoor P.O.	Do.	3-10-46	1-7-47	21,384	..	21,384	4,779	2,762
3	The Madras Provincial Plantation Workers' Union, Valparai P.O.	Do.	12-10-47	27-2-50	6,103	4,749	10,852	1,018	1,045
4	Tirunelveli District Mational Plantation Workers' Union, Vickramasingapuram P.O.	Do.	16-4-50	27-7-50	835	564	1,399	182	177
5	The Malabar District Estate Workers' Union, Meppady, Malabar.	Do.	30-4-50	26-3-51	2,422	2,114	4,536	471	467
6	The Nellikuppam E.I.D. and S.F. Ltd. Labour Union, Nellikuppam.	Manufacturing ..	11-4-37	4-11-37	1,480	18	1,498	439	295
7	The Madras District Beedi Workers' Union, Madras.	Do.	15-5-49	29-6-49	1,839	..	1,839	106	105
8	The I.L.T.D. Co. Staff Association, Chirala, (Guntur District).	Do.	..	1-10-47	1,765	5	1,770	1,293	877
9	The Tuticorin Mill Labourers' Union, Tuticorin (Tirunelveli District).	Do.	..	21-9-38	894	262	1,156	275	222
10	The Coimbatore District Textile Workers' Union, Coimbatore.	Do.	..	17-10-38	5,121	1,208	6,329	1,127	1,086
11	The National Textile Workers' Union, 28, Tamil Sangam Road, Madura.	Do.	..	11-10-47	6,267	1,255	7,522	1,390	1,492
12	The Madras Labour Union, 136 Strahans Road, Perambur Barracks, Madras—12.	Do.	..	17-1-48	9,267	..	9,267	1,079	1,027

1	2	3	4	5	6	7	8	9	10
								Rs.	Rs.
	MADRAS—*contd.*								
13	The National Textile Workers' Union, Rajapalayam (Ramnad District).	Manufacturing	..	21-10-50	883	340	1,223	235	216
14	The Nellimarla Jute Mill Workers' Union, Nellimarla, Visakhapatnam District.	Do.	..	3-6-32	1,175	148	1,323	571	412
15	The Jute Labour Union, Eluru ..	Do.	..	17-4-50	731	341	1,072	460	142
16	The Chingleput District Tannery Workers Union, Pallavaram, Chingleput District.	Do.	..	13-5-48	1,073	76	1,149	378	372
17	The Dalmia Cement Workers Union, Dalmiapuram, Tiruchy District.	Do.	28-1-47	10-2-47	1,049	8	1,057	310	396
18	The Spencer Workers' Union, 18, Woods Road, Madras—2.	Commerce ..	16-9-47	27-10-47	993	9	1,002	209	179
19	The Imperial Bank of India, Indian Staff Union, Madras—1.	Do.	4-8-46	27-5-48	1,144	3	1,147	909	878
20	The M. and S.M. Railway Employees Union, Unity House, Perambur.	Transport, Storage and Communications.	28-2-19	12-5-28	28,985	31	29,016	4,439	2,901
21	The South Indian Railway Employees Union, Tambaram.	Do.	19-7-37	2-2-38	4,989	13	5,002	760	471
22	The South Indian Railway Loco Transport Association, Madurai.	Do.	1-1-45	27-3-45	1,562	..	1,562	181	163

23	The S.I. Rly. Ex-servicemen Employees Association, Carriappa Hall, Golden Rock.	Do.	14-11-48	4-5-49	1,275	4	1,279	134	113
24	The Madras Port Trust Employees Union, Krishnan Koil Street, G.T. Madras.	Do.	19-6-42	2-11-42	2,010	29	2,039	242	240
	ORISSA								
1	Manganese Mines Workers Union, Joda	Mining and Quarrying.	23-4-50	6-9-50	751	553	1,304	265	143
2	M. and S.M. Railway Talcher Colliery Employeės Association, P.O. Dera Colliery, District Dhenkanal.	Do.	6-11-48	17-12-48	1,135	1	1,136	89	89
3	Keonjhar Mines and Forest Workers' Union via. Barajmda P.O. Barbil, Distt. Keonjhar.	Do.	26-9-47	12-9-48	1,942	408	2,350	61	22
4	Gangapur Labour Union, Biramitrapur, Distt. Sundergarh.	Do.	7-9-47	11-9-48	1,817	990	2,807	493	48
5	Cuttack District Primary Teachers' Union, Cuttack.	Services	11-11-45	11-3-46	4,890	206	5,096	317	111
6	Balasore District Primary Teachers' Union, Haldipada.	Do.	3-11-46	31-12-47	1,623	30	1,653	112	50
	PUNJAB								
1	New Egerton Woollen Mills Workers' Union, Dhariwal.	Manufacturing ..	..	1936-37	1,390	50	1,440	117	59
2	Imarti Karkun Builders Committee, Amritsar.	Construction ..	..	16-6-44	1,320	..	1,320	35	14

1	2	3	4	5	6	7	8	9	10
	U. P.*							Rs.	Rs.
1	Krishi Yantra Karta Gramin Mazdoor Sabha, Kookra, District Muzaffarnagar.	Agriculture and allied activities.	28-5-50	8-2-51	1,100	..	1,100	105	65
2	Hindustan Sugar Mills Labour Union, Gola Gokarannath, District Khori.	Manufacturing	5-9-46	26-9-46	1,211	..	1,211	227	99
3	Ghughli Chini Mill Mazdoor Union, Ghughli, Distt. Gorakhpur.	Do.	22-4-46	7-10-46	1,055	..	1,055	334	359
4	Chini Mill Mazdoor Sangh, Jarwal Road, Distt. Bahraich.	Do.	9-1-47	24-3-47	1,147	1	1,148	302	207
5	L.H. Sugar Factory Mazdoor Union, Pilibhit.	Do.	28-9-47	8-4-47	2,140	15	2,155	611	690
6	Rohana Chini Mill Mazdoor Union, Rohana Kalan, Distt. Muzaffarnagar.	Do.	20-3-47	26-5-47	1,054	..	1,054	102	104
7	Ajodhya Sugar Mills Workers' Union, Rajakasahaspur, Moradabad.	Do.	8-8-47	9-9-47	1,049	..	1,040	222	228
8	Chini Mill Mazdoor Union, Shamli, Distt. Muzaffarnagar.	Do.	11-1-48	20-1-48	1,308	..	1,308	144	292
9	Rama Laxaman Chini Mill Karamchari Union, Mohiuddinpur, Distt. Meerut.	Do.	11-8-47	9-9-47	1,114	..	1,144	130	194
10	*Chini Mill Mazdoor Union, Daurala Sugar Works, Daurala, Distt. Meerut.	Do.	20-3-47	23-6-47	1,213	..	1,213	250	293

11	Kanpur Mazdoor Sabha, Gwaltoli, Kanpur.	Do.	22-9-28	4-12-28	1,012	..	1,012	84	95
12	Sooti Mill Mazdoor Union, Kanpur Tilak Hall, Kanpur.	Do.	20-6-46	3-2-47	19,302	26	19,328	2,415	2,425
13	Agra Zila Bunkar Sangh, Hewett Park Road, Agra.	Do.	30-1-47	20-1-48	2,354	..	2,354	98	89
14	Sooti Mill Mazdoor Union, Moti Lal Nehru, Road, Agra.	Do.	1-6-48	17-1-49	2,905	100	3,005	208	491
15	Kanpur Mill Mazdoor Union, 11/39, Gwaltoli, Kanpur.	Do.	1-4-50	18-4-50	4,394	..	4,394	398	281
16	Modi Spinning and Weaving Mills, Karamchari Union, Modinagar Meerut.	Do.	20-2-50	3-7-50	1,405	..	1,405	192	192
17	Raza Textile Labour Union, Rampur, Near Hamir High School, Rampur.	Do.	9-8-46	5-7-51†	1,500	..	1,500	314	529
18	Harness and Saddlery Factory Employees Union, 46/5, Chapra Mohal, Kanpur.	Do.	13-7-46	30-7-46	2,591	..	2,591	216	297
19	Chapra Mazdoor Sabha, Wellesalleyganj, Mirzapur.	Do.	27-4-40	24-1-41	756	500	1,256	437	200
20	O.T. Railway Staff Welfare Union, 5, Kazi Building, *Gorakhpur*.	Transport, Storage and Communications.	29-10-47	21-2-48	6,813	..	6,813	668	665
21	O.T. Railway Employees' Union, 25 Dairy Colony, O.T. Railway, Gorakhpur.	Do.	20-3-49	26-5-49	9,293	3	9,296	892	871

* In case of many unions, figures regarding membership and finance are provisional.

† Originall y,registered under the Rampur Trade Unions Act, 1943 on 22nd August 1948.

1	2	3	4	5	6	7	8	9	10
	U. P.—*concld.*							Rs.	Rs.
22	All India Railways' Ministerial Staff Association, 160, Kaushal Parbat, Allahabad.	Transport, Storage and Communications.	1-2-48	10-9-49	3,217	4	3,221	229	182
23	All India Postal and R.M.S. Workers' Union, Agra.	Do. ..	1-1-50	26-4-50	2,479	..	2,479	385	391
24	Uttar Pradeshiya Lower Grade Municipal Karamchari Sangh, K65/40, Kabir Chaura, Banaras.	Services ..	30-7-50	28-11-50	1,100	..	1,100	157	147
25	Chcoki Depat Labour Union, 204, Bahadurganj, Allahabad.	Do. ..	3-3-46	20-8-49	1,644	..	1,644	178	173
	WEST BENGAL								
1	Dooars Tea Garden Indian Staff Association (Regd. No. 1233), Dooars, Jalpaiguri.	Agriculture and allied activities.	9-3-47	17-12-47	1,690	7	1,697	1,478	1,383
2	Dooars Cha Bagan Mazdoor Sangha (Regd. No. 1338), Kalchini, Jalpaiguri.	Do.	12-1-48	6-2-48	9,001	446	9,447	493	641
3	Dooars Cha Bagan Workers Union (Regd. No. 1615), Alipore-Dooar, Jalpaiguri.	Do.	31-5-48	23-8-48	4,228	2,162	6,390	533	547
4	Colliery Mazdoor Congress (Regd. No. 965), Asansol, Burdwan.	Mining and Quarrying.	19-5-46	6-2-47	15,115	..	15,115	1,814	1,872
5	Press Employees' Association (Regd. No. 14), 249 Bowbazar Street, Calcutta.	Manufacturing ..	12-12-19	25-11-29	8,798	..	8,798	671	713

6	Calcutta Chata Karkhana Mazdoor Union, (Regd. No. 103), 35/B, Wellington Street, Calcutta.	Do.	18-2-36	12-12-36	1,900	..	1,900	543	333
7	Engineering Mazdoor Sabha (Regd. No. 225), 4, Nityananda Mukherjee Street, Howrah.	Do.	6-9-36	4-8-38	3,672	20	3,692	859	845
8	Bengal Chatkal Mazdoor Union, (Reg. No. 289), 249, Bowbazar Street, Calcutta.	Do.	11-8-38	7-10-39	6,240	242	6,482	540	521
9	Metiaburj Textile Labour Union, (Regd. No. 318), 8/220, Lichoo Bagán, Calcutta-24.	Do.	1-1-40	26-4-40	4,500	..	4,500	350	357
10	Dakshindari Chatkal Mazdoor Union, (Regd. No. 350), 35/B, Wellington Street, Calcutta.	Do.	28-3-39	23-1-41	4,500	..	4,500	554	560
11	Budge Budge Jute Mill Workers' Union, (Regd. No. 389), Budge Budge, 24-Parganas.	Do.	10-7-40	1-8-42	10,050	1,980	12,030	1,172	911
12	Burn's Labour Union. (Regd. No. 394), 63-Grand Trunk Road, Howrah.	Do.	9-9-42	24-9-42	1,872	..	1,872	234	156
13	Bengal Provincial Chatkal Mazdoor Union, (Regd. No. 438), 64, Chittaranjan Avenue, Calcutta.	Do.	22-10-42	5-3-43	16,128	1,000	17,128	714	712
14	Bengal Cotton Mill Workers' Union, (Regd. No. 439), 64, Chittaranjan Avenue, Calcutta.	Do.	15-9-42	12-3-43	4,665	..	4,665	194	444
15	Cossipore Jute Press Workers' Union, (Regd. No. 528), 1, Joy Bhattacharjee Lane, Howrah.	Do.	26-11-41	20-4-44	3,010	..	3,010	292	292

1	2	3	4	5	6	7	8	9	10
	WEST BENGAL—*contd.*							Rs.	Rs.
16	Asansol Iron & Steel Workers' Union, (Regd. No. 536), Burnpore, Burdwan.	Manufacturing ..	28-3-43	24-5-44	19,560	384	19,944	1,112	310
17	Strand Jute Mill Workers' Union, (Regd. No. 556), Collins Road, Titagarh, 24-Parganas.	Do.	28-5-43	4-8-44	2,120	440	2,560	320	328
18	Budge Budge Jute Workers' Union, (Regd. No. 611), 99, Trunk Road, Budge Budge, 24-Parganas.	Do.	22-11-29	26-12-34	1,338	22	1,360	28	29
19	Railway Press Workers' Union, (Regd. No. 640), 15, Clive Row, Calcutta.	Do.	6-1-45	21-3-45	1,201	...	1,201	158	155
20	Naskarpara Chatkal Mazdoor Union, (Regd. No. 653), Naskarpara, Howrah.	Do.	11-2-45	16-5-45	1,708	324	2,032	247	242
21	Bata Mazdoor Union. (Regd. No. 681), Batanagar, 24-Parganas.	Do.	2-9-45	9-10-45	6,287	..	6,287	1,886	317
22	Gunshell Factory Mazdoor Union, (Regd. No. 705), 35/B, Wellington Street, Calcutta.	Do.	21-10-45	4-1-46	3,120	..	3,120	133	120
23	Dunlop Rubber Factory Labour Union (Regd. No. 729), Sahaganj, Hooghly.	Do.	10-2-42	5-3-46	2,922	..	2,922	740	561
24	Banshberia Jute Mill Labour Union, (Regd. No. 738), Banshberia, Hooghly.	Do.	4-3-46	26-4-46	4,211	802	5,013	270	262
25	Birla Jute Mill Workers' Union, (Regd. No. 760), Birlapur, 24-Parganas.	Do.	1-3-46	14-6-46	6,015	..	6,015	602	859

26	Gramophone Workers Union, (Regd. No. 840), 82, Shambazar Street, Calcutta.	Do.	1-8-46	25-9-46	1,239	1	1,240	380	63
27	Howrah Jillah Chatkal Mazdoor Union, (Regd. No. 875), 3/1, Kali Banerjee Lane, Howrah.	Do.	10-9-46	30-9-46	3,981	574	4,555	408	410
28	Bangasri Cotton Mill Workers Union, (Regd. No. 880), Sukehar, 24-Parganas.	Do.	1-7-46	9-10-46	1,259	..	1,259	72	70
29	Bengal Kagajkal Mazdoor Union, (Regd. No. 909), Kankinara, 24-Parganas.	Do.	28-9-46	3-12-46	2,518	33	2,551	382	207
30	Chatkal Sramik Sangha, (Regd. No. 938), Hazinagar, 24-Parganas.	Do.	15-8-46	12-12-46	2,964	84	3,048	130	148
31	Paper Mill Employees' Union, (Regd. No. 918), Titagarh, 24-Parganas.	Do.	17-9-46	3-12-46	1,721	79	1,800	546	533
32	Gouripore (Jute) Co. Employees' Union, (Regd. No. 948), Garifa, 24-Parganas.	Do.	12-8-46	14-1-47	1,137	1	1,138	40	84
33	Baranagar Jute Mill Employees' Union, (Regd. No. 975), 202, Victoria Road, Calcutta-35.	Do.	28-9-46	15-2-47	1,696	162	1,858	211	191
34	Bengal Paper Mills Mazdoor Union, (Regd. No. 1039), Raniganj, Burdwan.	Do.	1-12-46	2-5-47	1,477	313	1,790	1,170	744
35	Rampuria Cotton Mill Workers' Union, (Regd. No. 1080), 230, Grand Trunk, Road, Rishra, Hooghly.	Do.	19-3-47	16-5-47	1,300	103	1,403	38	60

1	2	3	4	5	6	7	8	9	10
	WEST BENGAL—*contd.*							Rs.	Rs.
36	Anglo India Jute Mills Employees' Union, (Regd. No. 1037), Kankinarah, 24-Parganas.	Manufacturing ..	26-3-47	14-6-47	1,870	172	2,042	148	115
37	All Bengal Tannery Mazdoor Union, (Regd. No. 1102), 7, South Tangra Road, Calcutta.	Do.	7-5-47	23-6-47	3,000	..	3,000	425	428
38	All Bengal Charmakar Union, (Regd. No. 1103), 12, Arpuli Lane, Calcutta.	Do.	5-4-47	23-6-47	1,740	..	1,740	218	216
39	Howrah (Jute) Mills Karamchari Sangha. (Regd. No. 1171), 73, Atindra Mukerjee Lane, Calcutta.	Do.	1-4-47	14-11-47	1,249	330	1,579	205	207
40	Bauria Cotton Mill Mazdoor Union, (Regd. No. 1293), Bauria, Howrah.	Do.	28-11-47	17-1-48	1,798	11	1,869	151	148
41	Refractory & Ceramic Workers' Union, (Regd. No. 1301), Raniganj, Burdwan.	Do.	17-12-47	21-1-48	1,868	566	2,434	852	392
42	Kalna Jute Mill Employees' Union, (Regd. No. 1354), Titagarh, 24-Parganas.	Do.	12-12-47	17-2-48	2,347	314	2,661	185	215
43	Kassipore Chitpore Jute Press Workers' Union, (Regd. No. 1355), 133, Lower Circular Road, Calcutta.	Do.	7-4-47	17-2-48	3,088	..	3,088	257	255
44	Garden Reach Workshop Employees' Union, (Regd. No. 1358), Garden Reach, Congress Office, Garden Reach, Calcutta.	Do.	1-11-47	17-2-48	2,500	..	2,500	224	219

45	West Bengal Flour Mills Mazdoor Union, (Regd. No. 1590), 115E, Dharamtala Street, Calcutta.	Do.	7-5-48	5-8-48	1,500	..	1,500	209	211
46	Auckland Chatkal Mazdoor Union, (Regd. No. 1760), Jagatdal, 24-Parganas.	Do.	8-12-48	28-1-49	945	912	1,857	232	218
47	Alliance Jute Mill Workers' Union, (Regd. No. 1759), Jagatdal, 24-Parganas.	Do.	15-9-48	28-1-49	928	341	1,269	104	131
48	Banga Lakshmi Sutakal Mazdoor Congress, (Regd. No. 1798), 115/E, Dharamtala Street, Calcutta.	Do.	1-2-49	11-3-49	3,000	..	3,000	375	369
49	Titagarh (No. 1 & 2) Chatkal Mazdoor Union, (Regd. No. 1812), Titagarh, 24-Parganas.	Do.	27-9-47	28-3-49	1,968	158	2,126	252	274
50	Bird & Co., Mazdoor Union, Howrah, (Regd. No. 1882), Kashinath Chatterjee Lane, Howrah.	Do.	12-12-48	13-6-49	1,000	..	1,000	96	93
51	Garden Reach Workshops Labour Union, (Regd. No. 2056), P-134, Mudiali Road, Garden Reach, Calcutta.	Do.	1-5-50	14-6-50	2,742	..	2,742	120	132
52	Bengal Potteries Workers' Union, (Regd. No. 2063), 35B, Wellington Street, Calcutta.	Do.	7-10-49	4-7-50	1,800	200	2,000	211	202
53	Calcutta Electric Supply Workers' Union, (Regd. No. 103), 35/B, Wellington Street, Calcutta.	Electricity, Gas, Water and Sanitary Services.	1-6-36	5-5-37	3,000	..	3,000	251	170

1	2	3	4	5	6	7	8	9	10
	WEST BENGAL—*contd.*							Rs.	Rs.
54	Imperial Bank of India Indian Staff Association, (Regd. No. 34), 3-Hastings Street, Calcutta.	Commerce ..	10-7-28	24-5-32	5,856	3	5,859	5,608	2,732
55	Shop Assistants Association of Bengal, (Regd. No. 193), 7, Padmapukur Road, Calcutta.	Do.	22-8-37	11-11-37	1,913	..	1,913	114	108
56	Street Hawkers' and Vendors' Union, (Regd. No. 274), 51, Chittaranjan Avenues, Calcutta.	Do.	26-4-39	21-6-39	1,933	2	1,935	406	504
57	Bengal Oil and Petrol Workers' Union, (Regd. No. 612), 55-Serpentine Lane, Calcutta.	Do.	2-11-29	26-12-44	2,170	..	2,170	90	90
58	Mackinnon's Employees' Union, (Regd. No. 798), 16, Strand Road, Calcutta.	Do.	13-7-46	13-8-46	1,204	..	1,204	208	144
59	M/s. Balmer Lawrie & Co. Ltd., Employees Union, (Regd. No. 841), 19, Strand Road, Calcutta.	Do.	5-7-46	25-9-46	1,400	..	1,400	730	453
60	B. N. R. Employees' Union, (Regd. No. 1), 41T/6, Indian Staff Quarter, B.N. Railway, Kidderpore, Calcutta.	Transport, Storage and Communications	5-8-27	30-1-28	3,553	42	3,595	530	677
61	Bengal Nagpur Railway Indian Labour Union, (Regd. No. 5), Kharagpore, Midnapore.	Do.	14-11-20	3-7-28	22,029	321	22,350	1,479	1,185
62	Calcutta Port Trust Employees' Association, (Regd. No. 10), 2/1, Bhukailash Road, Calcutta.	Do.	12-4-20	20-6-29	9,026	51	9,077	868	895

63	All Bengal Rickshaw Union, (Regd. No. 63), 51, Chittaranjan Avenue, Calcutta.	Do.	12-8-34	27-9-34	22,620	182	22,802	2,204	2,037
64	Bengal Mariners Union, (Regd. No. 64), 27/B, Circular Garden Reach Road, Calcutta-23.	Do.	20-12-34	20-12-34	6,515	..	6,515	1,730	1,658
65	Indian Steam Navigation Workers' Union, (Regd. No. 85), 15, Bankim Chatterjee Street, Calcutta.	Do.	12-3-35	14-12-35	1,134	..	1,134	470	263
66	Indian Seamen's Committee, (Regd. No. 119), 15, Netaji Subhas Road, Calcutta.	Do.	26-3-36	10-5-37	8,079	..	8,079	1,009	991
67	Indian Seamen's Union, (Regd. No. 12), 51, Watganj Street, Calcutta-23.	Do.	15-1-1908	23-8-29	3,708	..	3,708	1,715	1,715
68	Calcutta Dockers' Union (Regd. No. 124), 51, Chittaranjan Avenue, Calcutta.	Do.	16-12-34	1-6-37	11,005	..	11,005	972	953
69	National Union of Port Trust Employees, (Regd. No. 236), 40/1, Watganj Street, Calcutta-23.	Do.	3-9-38	1-11-38	4,345	..	4,345	181	187
70	Calcutta Tramways Workers' Union, (Regd. No. 275), 249, Bowbazar Street, Calcutta.	Do.	8-2-28	25-6-39	2,848	2	2,850	211	210
71	Advisory Committee of Charters (Regd. No. 353), 67/50, Strand Road, Calcutta.	Do.	20-7-40	6-3-41	1,806	..	1,806	37	39
72	E. B. Railwaymen's Union. (Regd. No. 367), 35/B, Wellington Street, Calcutta.	Do.	11-8-41	23-9-41	1,261	..	1,261	158	157

1	2	3	4	5	6	7	8	9	10
								Rs.	Rs.
	WEST BENGAL—*contd.*								
73	Indian National Maritime Union, (Regd. No. 368), 51, Watganj Street, Calcutta.	Transport, Storage and Communications.	9-9-41	30-10-41	3,963	..	3,963	..	1
74	Calcutta Port Mazdoor Panchayat, (Regd. No. 382), 40/1, Watganj Street, Calcutta.	Do.	9-5-42	24-6-42	9,350	61	9,411	741	911
75	E. I. Rail Road Workers' Union, (Regd. No. 459), 114/41, Hazra Road, Calcutta.	Do.	12-6-37	1-4-43	35,930	..	35,930	4,068	4,082
76	D. H. Railway Mazdoor Union, (Regd. No. 516), 15, Bankim Chatterjee Street, Calcutta.	Do.	4-12-43	21-1-44	1,473	..	1,473	212	233
77	Dock Mazdoor Union, Calcutta, (Regd. No. 527), 64, Chittaranjan Avenue, Calcutta.	Do.	3-4-43	31-3-44	9,131	..	9,131	2,705	2,671
78	Posts and Telegraphs Industrial Workers' Union, (Regd. No. 645), 15, Bankim Chatterjee Street, Calcutta.	Do.	2-6-44	5-4-45	4,414	..	4,414	636	699
79	All India Postal and R.M.S. Union, (Regd. No. 722), 66, College Street, Calcutta.	Do.	17-7-45	6-3-46	1,627	..	1,627	708	553
80	I.G.N.R. Employees Union, (Regd. No. 1117), 4, Fairlie Place, Calcutta.	Do.	17-9-46	1-8-47	2,445	..	2,445	361	161

81	E. I. Railwaymen's Congress, (Regd. No. 1434), Bandel Junction, E. I. Railway, Bandel, Hooghly.	Do.	4-2-48	5-4-48	37,000	..	37,000	2,824	2,725
82	All India Train Examiner Welfare Committee, (Regd. No. 1501), Sealdah, Sick Line, Calcutta.	Do.	21-6-47	14-5-48	1,130	..	1,130	295	320
83	Chipping and Painting Mazdoor Union Docks and Ports, (Regd. No. 1509) 11, Circular Garden Reach Road, Calcutta.	Do.	23-4-48	25-4-48	1,610	..	1,610	188	161
84	Bengal Nagpur Railwaymen's Congress, (Regd. No. 1602), 35/B, Wellington Street, Calcutta.	Do.	2-3-48	13-8-48	12,029	..	12,029	1,197	42
85	Bengal Saloon Workers' Union, (Regd. No. 1978), 48, Indian Mirror Street, Calcutta.	Do.	22-6-49	23-12-49	2,000	..	2,000	63	75
86	E. I. Railway Employees' Union, (Regd. No. 2051), 23 & 24, Strand Road, Calcutta.	Do.	2-6-50	2-6-50	68,536	13	68,549	4,067	3,328
87	Indian Quarter Masters' Union, 21, Rajabali Lane, Calcutta-23.	Do.	9-5-49	13-6-49	3,005	..	3,005	2,361	284
88	Calcutta Tramways Employees' Union, (Regd. No. 468), 35/B, Wellington Street, Calcutta.	Do.	12-3-43	10-4-43	2,235	..	2,235	255	253
89	Martin Light Railways Workers' Union, (Regd. No. 88), 3/1, Kali Banerjee Lane, Howrah.	Do.	2-1-36	27-1-36	4,000	..	4,000	283	160
90	Calcutta Corporation Employees' Association Municipal, (Regd. No. 20), 1. Hogg Street, Calcutta.	Services ..	12-5-24	12-3-30	2,817	199	3,016	444	458

1	2	3	4	5	6	7	8	9	10
	WEST BENGAL—*concld.*							Rs.	Rs.
91	Calcutta Corporation Workers' Union, (Regd. No. 76), 84/1A, Bowbazar Street, Calcutta.	Services ..	3-3-35	11-5-35	2,015	92	2,107	165	118
92	All Bengal Hospital Workers' Union, (Regd. No. 1099), 12, Arpuli Lane, Calcutta.	Do.	1-5-47	23-6-47	1,650	350	2,000	303	301
93	Calcutta Corporation Workers' Federation, (Regd. No. 1357), 57C, Girish Ghosh Road, Calcutta.	Do.	15-12-47	17-2-48	3,000	..	3,000	293	291
94	Calcutta Sramik Mondal, (Regd. No. 19), 35/B, Wellington Street, Calcutta.	Miscellaneous ..	15-12-29	8-3-30	1,000	..	1,000	125	126
	HYDERABAD								
1	Hyderabad Rickshaw Drivers Union, Chowk Maidan, Charminar, Hyderabad-Dn.	Transport, Storage and Communications.	25-6-50	27-10-50	2,000	..	2,000	..	..
	MADHYA BHARAT							Rs. As. Ps.	Rs. As. Ps.
1	The Indore Mill Mazdoor Sangh Sharma Shibir, Indore.	Textile ..	8-12-41	7-2-42	11,337	1,175	12,512	[illegible],548 12 6½	2,723 10 9
2	The Ujjain Mill Mazdoor Sangh, Dewas Gate, Ujjain.	Do.	29-7-45	25-9-48	1,564	149	1,713	364 4 7¾	364 4 7¾
3	The Mazdoor Congress, Gauna Pura, Gwalior.	Do.	31-5-48	27-1-49	1,466	300	1,766	626 11 7¾	500 2 3

	MYSORE								
1	Nandydroog Mines Labour, Association, Robertsonpet.	Mining and quarrying.	7-2-42	7-2-42	4,128	338	4,230	693	709
2	Champion Reef Mines Labour Association, K. G. F.	Do.	7-2-42	7-2-42	3,849	196	4,045	587	560
3	Mysore Mines Labour Association, Robertsonpet.	Do.	26-2-42	26-2-42	2,452	33	1,000	276	517
4	Sri Krishnarajendra Mills Labour Association, Mysore.	Manufacturing	12-2-41	12-12-41	1,543	214	1,757	615	557
5	The Binny Mills Labour Association, Bangalore.	Do.	3-12-41	3-12-41	6,525	375	6,900	1,232	743
6	Mysore Mills Labour Association, Mysore.	Do.	3-12-41	3-12-41	1,341	609	1,950	131	57
7	The Minerva Mills Labour Association, Bangalore.	Do.	12-12-41	12-12-41	2,258	342	2,600	..	..
8	The Mysore Sugar Co., Employees' Association, Mandya.	Do.	19-3-42	19-3-42	1,887	113	2,000	446	317
9	The Mysore Iron and Steel Works Labour Association, Bhadravati.	Do.	6-11-41	6-11-41	5,074	143	5,217	..	..
10	Government Electric Factory Labour Association, Bangalore.	Electricity, Gas, Water and Sanitary Services.	12-12-41	12-12-41	1,105	42	1,147	..	..
	RAJASTHAN								
1	Mazdoor Sangh, Bhilwara ..	Manufacturing ..	15-10-50	30-10-51	900	200	1,100	500	300
2	Kishangarh Mill Rashtriya Mazdoor Congress, Kishangarh.	Do.	9-5-48	1-3-49	..	..	1,640*	325	325

* Separate figures for men and women are not available.

1	2	3	4	5	6	7	8	9	10
	RAJASTHAN.—*concld.*							Rs.	Rs.
3	Bikaner Power House Employees' Union, Bikaner.	Electricity, Water and Sanitary Services.	5-4-48	5-4-51	1,300	30	1,400*	300	300
4	Bikaner State Railway Employees' Union, Bikaner.	Transport, Storage and Communications.	27-6-46	2-3-51	3,288	..	3,288	438	338
5	Jaipur State Railwaymen's Union, Jaipur	Do.	19-10-46	18-9-50	1,470	..	1,470	240	230
6	Jodhpur Railway Labour Union, Jodhpur.	Do.	..	17-2-51	5,104	..	5,104	500	500
7	Sanykta Rajasthan Railway Karamchari Sangh, Udaipur.	Do.	..	8-9-49	..	..	1,270†	..	..
	SAURASHTRA								
1	Textile Labour Union, Bhavnagar ..	Manufacturing ..	29-8-31	4-3-50	3,170	240	3,410	1,559	1,051
2	Maharana Mill Kamdar Union, Brojeshwar Plot, Porbandar.	Do.	29-7-51	4-9-51	..	..	1,374†	..	..
3	Saurashtra Railwaymen's Union, Kapol Niwas, Porbandar.	Transport, Storage and Communications.	1-11-48	1-5-49	7,031	30	7,061	1,955	1,344
	TRAVANCORE-COCHIN								
1	Akhila Kerala Thottam Thozhilali Union, Kalthuritty.	Agriculture and allied activities.	27-4-49	27-4-49	1,010	785	1,795	..	..
2	The All Travancore Kisan Workers Congress, Moncompu.	Do.	28-2-48	28-2-48	4,505	3,213	7,718	290	285

3	Travancore High Range Estate Labour Union, Mundakayam.	Do.	13-4-39	13-4-39	..	..	7,000	..	..
4	The Estate Staff's Union of South India (Travancore), Thiruvalla.	Do.	22-9-48	22-9-48	2,175	82	2,275	931	800
5	Rubber Workers Congress, Palapilly	Do.	25-9-50	25-9-50	705	495	1,205	50	50
6	The High Range Workers Union, Munnar.	Do.	26-9-49	26-9-49	6,676	6,081	12,757	528	528
7	South Indian Plantation Workers' Union, Munnar.	Do.	14-11-50	14-11-50	4,989	3,211	8,200	342	337
8	Travancore Mineral Workers' Union, Chavara.	Mining and Quarrying.	28-7-38	28-7-38	2,532	..	2,532	45	45
9	Port Workmen's Union, Chavara ..	Do.	26-8-49	26-8-49	1,752	..	1,752	5	5
10	Thrikkadavoor and Perinad Coir Thozhilali Union, Perinad.	Manufacturing ..	27-4-48	27-4-48	300	1,518	1,818	105	98
11	Kundara Cashewnut Workers' Union, Kundara.	Do.	22-11-47	22-11-47	528	2,645	3,173	468	467
12	Kottarakkara Taluk Cashewnut Workers' Union, Ezhukone.	Do.	1-9-48	1-9-48	398	1,602	2,000	90	89
13	Quilon Cashewnut Factory Workers' Union, Quilon.	Do.	11-8-48	11-8-48	414	1,613	2,027	81	81
14	Karunagappally Cashewnut Workers' Union, Karunagappally.	Do.	16-12-48	16-12-48	150	1,065	1,215	208	208
15	All Travancore Tile Workers' Union	Do.	22-4-46	22-4-46	2,860	40	2,900	309	309

*Includes 70 children also.
†Separate figures for men & women are not available.

1	2	3	4	5	6	7	8	9	10
	TRAVANCORE COCHIN—*concld.*							Rs.	Rs.
16	Madhya Thiruvithamcore Kasuandi Thozhilali Union, Kayamkulam.	Manufacturing ..	30-7-48	30-7-48	570	3,508	4,078	460	460
17	Sitaram Textile Workers Congress, Trichur.	Do.	23-9-49	23-9-49	1,503	565	2,068	299	168
18	Alagappa Textile Labour Congress, Alagappanagar.	Do.	8-1-51	8-1-51	1,000	500	1,500	300	175
19	The F. A. C. T. Employees Association	Do.	29-1-48	29-1-48	1,005	15	1,020	140	138
20	Nagercoil Varthaka Thozhilali Sanghom Nagercoil.	Commerce ..	12-6-46	12-6-46	2,000	..	2,000	42	38
21	Akhila Kerala Navika Thozhilali Sanghom, Quilon.	Transport, Storage and Communications.	13-8-48	13-8-48	1,249	..	1,249	129	118
22	Akhila Thiruvithamcore Navika Thozhilali Sanghom, Kayamkulam.	Do.	13-8-38	13-8-38	3,424	..	3,424	428	415
23	Cochin Thuramukha Thozhilali Union, Mattancherry.	Do.	14-3-49	14-3-49	2,634	..	2,634	..	..
	AJMER								
1	Textile Labour Union, Beawar ..	Manufacturing ..	1-5-42	28-8-42	1,478	39	1,517	244	274
2	Rahshtriya Mill Mazdoor Sangh, Beawar.	Do.	5-10-48	30-11-48	1,850	250	2,100	1,011	971

	DELHI								
1	Textile Mazdoor Sangh ..	Do.	December 1945	20-8-48	1,724	60	1,784	315	319
2	Textile Labour Union ..	Do.	11-7-48	28-7-48	2,505	..	2,505	175	204
3	Birla Mills Labour Union ..	Do.	3-4-38	7-1-39	2,705	25	2,730	4,353	4,353
4	Central P. W. D. Workmen' Union ..	Construction ..	9-4-34	4-8-34	2,758	..	2,758	145	155
5	Staff Association—Railway Clearing Accounts Office.	Transport, Storage and Communications.	17-6-35	27-1-36	1,147	..	1,147	81	56
6	E. P. Railway Staff Union ..	Do.	4-4-48	1-6-48	5,099	1	5,100	540	502
7	East Punjab Railwaymen's Union ..	Do.	26-10-47	18-3-48	10,644	4	10,648	1,008	990
8	The Union of Posts and Telegraph Workers.	Do.	13-8-47	16-3-48	49,898	..	49,898	1,359	1,359
9	Association of Scientific Workers of India.	Miscellaneous ..	3-1-48	23-4-48	1,454	39	1,493	621	620
10	Hotel Workers' Union ..	Do.	1-4-47	6-12-47	1,328	..	1,328	54	64

APPENDIX VII

SELECT BIBLIOGRAPHY

EXPLANATORY NOTE

It is difficult to include in a publication like a Year Book an exhaustive bibliography of all books and reports dealing with Indian Labour. At the same time it is felt that a useful purpose would be served if a small list of official publications and of newspapers, journals, etc., relating to labour, were included in the Year Book. With this end in view, a circular letter was issued to various States and on the basis of the information received, supplemented by information available in the Bureau, a Select Bibliography was prepared and published in the 1948-49 issue of the Year Book. This bibliography has been brought up-to-date as far as possible. It is divided into two sections: (1) dealing with reports etc., and (2) dealing with journals, official and non-official. In regard to (1). Reports of Courts of Enquiry, Adjudicators, etc., when published separately by in a book form, have been included in the list.

1. *Government Publications on Labour Matters*

GOVERNMENT OF INDIA PUBLICATIONS

A. ANNUAL REPORTS

*1. Statistics of Factories subject to the Factories Act, 1934.

*2. Note on the working of the Indian Trade Unions Act, 1926.

*3. Workmen's Compensation Statistics, together with a Note on the working of the Workmen's Compensation Act, 1923.

*4. Annual Report on the working of the Payment of Wages Act, 1936, on Railways.

*5. Annual Report on the working of the Hours of Employment Regulations on Indian Railways.

6. Annual Report of the Chief Inspector of Mines in India on the working of the Indian Mines Act, 1923.

7. Annual Report on the working of the Tea Districts Emigrant Labour Act, 1932.

8. Annual Report of the Chief Adviser, Factories on the working of the Indian Dock Labourers Act, 1934 and the Indian Dock Labourers Regulations, 1948.

9. Report by the Railway Board on Indian Railways (2 vols.).

10. Census of Manufactures—India, published by the Directorate of Industrial Statistics, Ministry of Industry and Supply.

11. Annual Report of the Agent of the Government of India in Ceylon.

12. Large Industrial Establishments in India (Biennial).

B. REPORTS OF COMMITTEES AND COMMISSIONS†

1. Report of the Royal Commission on Labour in India, 1929-31; Evidence Volumes I to XI; Annual Reports on action taken on the Recommendations of the Royal Commission.

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*The publication of these annual reports was suspended during the war. Summaries are, however, being published in the *Indian Labour Gazette*. Recently, the following reports have been published separately in booklets:

(i) *Working of the Indian Trade Unions* Act, 1926, *during* 1946-47 (Publication No. 5 of the Labour Bureau), 1949.

(ii) *Working of the Workmen's Compensation Act*, 1923, *during* 1947 (Publication No. 6 of the Labour Bureau), 1949.

(iii) *Working of the Indian Trade Unions Act*, 1926, *during* 1947-48 (Publication No. 7 of the Labour Bureau), 1950.

(iv) *Working of the Workmen's Compensation Act*, 1923, *during* 1948 (Publication No. 8 of the Labour Bureau), 1951.

(v) *Statistics of Factories*, 1947 (Publication No. 10 of the Labour Bureau), 1951.

(vi) *Working of the Indian Trade Unions Act*, 1926 during 1948-49 (Publication No. 11 of the Labour Bureau), 1951.

†The Ministry of Labour, Government of India, have published a number of reports relating to:—

(a) proceedings of the sessions of Indian Labour Conference and Standing Labour Committee; and

(b) work of the Indian delegation in the various sessions of the International Labour Conference or in the various I. L. O. meetings. These reports are not mentioned here.

2. Reports of the Labour Investigation Committee (1944-46). Main Report, 1946.
Report on an Enquiry into Conditions of Labour in—

Bidi, Cigar and Cigarette Industries in India by D. V. Rege.
Cement Industry by S. R. Deshpande.
Cotton Mill Industry in India by S. R. Deshpande.
Dockyards in India by D. V. Rege.
Engineering and Minerals and Metal Industries in India by B. P. Adarkar.
Gold Mining Industry in India by S. R. Deshpande.
Jute Mills Industry in India by S. R. Deshpande.
Manganese Mining Industry in India by D. V. Rege.
Match Industry in India by S. R. Deshpande.
Mineral Oil Industry in India by D. V. Rege.
Non-Gazetted Railway Services by A. Mukhtar.
Paper Mill Industry in India by S. R. Deshpande.
Plantations in India by D. V. Rege.
Ports by S. R. Deshpande.
Principal Municipalities in India by S. R. Deshpande.
Silk Industry in India by S. R. Deshpande.
Woollen Textile Industry in India by S. R. Deshpande.

Report on Labour Conditions in—

Carpet Weaving by A. Mukhtar.
Central Public Works Department by B. P. Adarkar.
Chemical Industry by B. P. Adarkar.
Coir Mats and Matting Industry by A. Mukhtar.
Cotton Ginning and Baling Industry by B. P. Adarkar.
Glass Industry By B. P. Adarkar.
Iron Ore Industry by B. P. Adarkar.
Mica Mining and Mica Manufacturing Industry by B. P. Adarkar.
Potteries by A. Mukhtar.
Printing Presses by A. Mukhtar.
Rice Mills by B. P. Adarkar.
Rickshaw Pullers by A. Mukhtar.
Shellac Industry by B. P. Adarkar.
Sugar Factories by A. Mukhtar.
Tanneries and Leather Goods Factories by A. Mukhtar.
Tram and Bus Services by A. Mukhtar.

3. Report on an Enquiry into Conditions of Labour in the Coal Mining Industry in India by S. R. Deshpande, 1946.
4. Report of the Mica Enquiry Committee, 1944-45.
5. Report of the Indian Coal Fields Committee, 1946.
6. Report of the Health Survey and Development Committee (Vol I.—Survey; Vol. II—Recommendations; Vol. III—Appendices; and Vol. IV—Summary), 1946.
7. Report of the Central Pay Commission, 1947.
8. Report of the Fact-Finding Committee (Handloom and Mills), 1947.
9. Summary of the Proceedings of the Tea Plantation Labour Conference held at New Delhi on 8th and 9th January, 1947.

10. Report of the Committee on Profit-sharing, 1948.

11. Report of the Committee on Fair Wages, 1949.

12. Summary of Proceedings of the Industrial Committee on Coal Mining (Second Session, Dhanbad, 13th and 14th September, 1948), 1949.

13. Summary of Proceedings of the First Meeting of the Central Advisory Council of Labour (Lucknow, 19th to 21st November, 1948), 1949.

14. Summary of Proceedings of the Industrial Committee on Tanneries and Leather Goods Manufactories (Lucknow, 10th and 11th December, 1948), 1949.

15. Report of the Railway Grainshop Enquiry Committee, 1948.

16. Report of the Posts and Telegraphs Expert Committee ,1948.

17. Summary of Proceedings of the Second Meeting of the Central Advisory Council of Labour at New Delhi on the 25th July, 1949 (1950).

18. Report of the Fiscal Commission, 1949-50, Vol. 1 (1950).

19. Agricultural Labour Enquiry Reports (issued by the Ministry of Labour, Government of India in 1951-52)—

Report on an Enquiry into the Conditions of Agricultural Workers in Village—

(*i*) Vandalur in Madras ;
(*ii*) Dorwan in Bihar ;
(*iii*) Archikarahali in Mysore State ;
(*iv*) Brindabanpur in West Bengal ;
(*v*) Khapri in Madhya Pradesh ;
(*vi*) Khuntuni in Orissa ;
(*vii*) Magurpara in Assam ; and
(*viii*) Khalispur in U. P.

20. Report of the Working Party for the Coal Industry, 1951.

C. Reports by Special Officers, Adjudicators, Courts of Enquiry, etc.

1. Report of the Court of Enquiry (Shri S. R. Deshpande) constituted under the Trade Disputes Act, 1929, to investigate certain grievances of the salt miners at Khewra, 1941.

2. Report of the Court of Enquiry (Shri B. N. Rau) constituted under the Trade Disputes Act, 1929, to investigate the question of dearness allowance for railway employees, 1941.

3. Report on Health Insurance for Industrial Workers by Professor B. P. Adarkar, 1944.

4. Report on the Scheme of Social Insurance for Indian Seamen by Professor B. P. Adarkar and Dr. Laura Bodmer, 1946.

5. The Health of the Industrial Worker in India—A Report by Dr. T. Bedford of the Industrial Health Research Board of the Medical Research Council in the United Kingdom, 1946.

6. Report regarding Representative Character of the All-India Trade Union Congress and the Indian Federation of Labour by Shri S. C. Joshi, Chief Labour Commissioner, 1947.

7. Adjudication by the Hon'ble Shri Justice G. S. Rajadhyaksha in the Trade Dispute between the Posts and Telegraphs Department and its non-gazetted employees, 1947.

8. Adjudication by the Hon'ble Shri Justice G. S. Rajadhyaksha in the Trade Dispute between the nine Indian Government Railway Administrations and the respective workers, 1947.

9. Standards of Medical Care for Tea Plantations in India—A Report by Dr. E. Lloyd Jones, Deputy Director-General of Health Services (Social Insurance), 1947.

D. FAMILY BUDGET REPORTS

1-21. (*On Enquiries conducted during 1943-45* by *Shri S. R. Deshpande*, Director, Cost of Living Index Scheme, Government of India), published in 1947-49.

Report on an Enquiry into Family Budgets of Industrial Workers at—

1. Ahmedabad
2. Ajmer
3. Akola
4. Berhampur
5. Bombay
6. Calcutta
7. Cuttack
8. Dehri-on-Sone
9. Delhi
10. Gauhati
11. Howrah and Bally
12. Jalgaon
13. Jamshedpur
14. Jharia (colliery workers)
15. Jubbulpore
16. Kharagpur
17. Ludhiana
18. Monghyr and Jamalpur
19. Sholapur
20. Silchar
21. Tinsukia

22. Report on an Enquiry into the Cost and Standard of Living of Plantation Workers in South India (Publication No. 3 of the Labour Bureau), 1948.

23. Report on an Enquiry into the Cost and Standard of Living of Plantation Workers in Assam and Bengal (Publication No. 4 of the Labour Bureau), 1948.

E. BULLETINS OF INDIAN INDUSTRIES AND LABOUR

1. Indian Factory Law Administration by A. G. Clow (Bulletin No. 8).
2. Conciliation and Arbitration by R. N. Gilchrist (Bulletin No. 23).
3. Women's Labour in Bengal Industries by Dagmar F. Gurjel (Bulletin No. 31).
4. Indian Maternity Benefit Schemes (Bulletin No. 32).
5. Periods of Wage Payment (Bulletin No. 34).
6. The Employment of Women in Mines (Bulletin No. 35).
7. Indian Factory Legislation—A Historical Survey by A. G. Clow (Bulletin No. 37).
8. Industrial Disputes in India, 1921-28 (Bulletin No. 43).
9. Reduction of Hours of Work in Mines (Bulletin No. 49).
10. State Action in respect of Industries, 1928-35 (*Bulletin No. 57*).
11. Indian Labour Legislation, 1932-37 (Bulletin No. 61).
12. Industrial Disputes in India, 1929-36 (Bulletin No. 62).
13. Sickness Insurance (Bulletin No. 63).

14-16. First Second and Third Conferences of Labour Ministers (Held in 1940, 1941 and 1942) (Bulletin Nos. 70, 72 and 73).

17. Indian Labour Legislation, 1937-43 (Bulletin No. 74).

F. SPECIAL PUBLICATIONS ISSUED BY THE GOVERNMENT OF INDIA

1. The State and Industry by A.G. Clow, 1928.
2. Changes in the Occupational Distribution of Population by Dr. B.G. Ghate (Studies in Indian Economics issued by the Office of the Economic Adviser to the Government of India), 1940.

3. Labour in India Commemoration Volume Preparatory Asian Regional Labour Conference, 1947.
4. Elements of Industrial Well-Being by Sir Wilfrid Garrett (Publication No. 1 of the Labour Bureau), 1947.
5. Problems of Indian Labour—A Symposium (Publication No. 2 of the Labour Bureau). 1943.
6. Cabinet Secretariat—Provincial Development Programmes, 1949.
7. Railway Board—Railway Workers in India, 1950.
8. Labour Welfare Facilities in India adjudged from International Standards (Ministry of Labour, Government of India, New Delhi), 1950.
9. Industrial Awards in India—An Analysis (Publication No. 9 of the Labour Bureau), 1951.

(Some of the State Governments publish separate annual reports on the working of the following Central Acts: (a) The Workmen's Compensation Act, 1923; (b) The Indian Trade Unions Act, 1926; (c) The Factories Act; and (d) The Payment of Wages Act, 1936. Annual reports on the working of some of the State Acts, *e.g.*, Maternity Benefit Acts and Shops and Establishments Acts, *are also published. These reports are not mentioned in the following list*).

BENGAL (INCLUDING EAST BENGAL)

1. *Enquiry into Industrial Unrest, 1921.*
2. Report on an Enquiry into the Standard of Living of Jute Mill Workers in Bengal, 1930.
3. *Report on the activities* of the Labour Department of the Government of West Bengal, Vol. I (January-March, 1948), Vol. II (May-December, 1948).
4. Award in the matter of Industrial Disputes in the Jute Textile Industry in West Bengal between the employers of 89 specified jute mills and their workmen (31st August, 1948).
5. Interim Report on a Sample Enquiry into the Living Conditions in the *Bustees* of Calcutta and Howrah, 1948-49 (1949).
6. Report on a Sample Enquiry into the Living Conditions in the *Bustees* of Calcutta and Howrah, 1948-49 (1949).
7. Standardisation of Methods of Collection of Prices (Technical Report No. 1 of Statistical Bureau).
8. Report on an Enquiry into the Living Conditions of Plantation Workers in *Jalpaiguri District* (Doars), *West Bengal* by S. K. *Haldar (1951).*
9. List of Trade Unions in West Bengal registered under the Indian Trade Unions Act, 1926, (as stands corrected up to 31st May 1950), 1951.
10. *Reports of the Committees appointed by the Government* of West Bengal under the Minimum Wages Act, 1948 in respect of employment in—
    (*i*) the Flour Mills;
    (*ii*) Tanneries and Leather Manufactories;
    (*iii*) Rice mills; and
    (*iv*) *Tea Plantations.*
    (Published in 1952).

BIHAR

1. Report of the Bihar Labour Enquiry Committee—2 Vols., 1940-41.
2. Report on *Industrial Housing Scheme in the State of Bihar,* 1950.
3. Report on Incentive Bonus in Industry, 1950.

BOMBAY

A. WAGES AND HOURS OF WORK

1. Report on an Enquiry into the Wages and Hours of Labour in the Cotton Mill Industry, 1921 (published in 1923).

2. Report on an Enquiry into the Wages and Hours of Labour in the Cotton Mill Industry, 1923 (published in 1925).

3. Report on an Enquiry into the Wages and Hours of Labour in the Cotton Mill Industry, 1926 (published in 1930).

4. Report on an Enquiry into Wages and Unemployment in the Bombay Cotton Textile Industry, 1934.

5. Report on an Enquiry into Agricultural Wages in the Bombay Presidency, 1900-22 (published in 1924).

6. Report on an Enquiry into Wages, Hours of Work and Conditions of Employment in the Retail Trade of some towns of the Bombay Presidency, 1936.

B. GENERAL WAGES CENSUS

General Wages Census—Part I—Perennial Factories—

(*i*) Report on Wages, Hours of Work and Conditions of Employment in the Engineering Industry in the Bombay Presidency (excluding Sind), May, 1934 (published in 1935).

(*ii*) Report on Wages, Hours of Work and Conditions of Employment in the Printing Industry in the Bombay Presidency (excluding Sind), May, 1934 (published in 1936).

(*iii*) Report on Wages, Hours of Work and Conditions of Employment in the Textile Industries (Cotton, Silk, Wool and Hosiery) in the Bombay Presidency (excluding Sind), May, 1934 (published in 1937).

(*iv*) Report on Wages, Hours of Work and Conditions of Employment in the Oils, Paints and Soap, Match Manufacturing and other Miscellaneous Industries in the Province of Bombay, May, 1934 (published in 1939).

General Wages Census—Part II—Seasonal Factories—

Report on an Enquiry into Wages, Hours of Work and Conditions of Employment in Seasonal Factories of Bombay Province, 1936 (published in 1939).

C. FAMILY BUDGETS

1. Report on an Enquiry into Working Class Budgets in Bombay, 1921-22 (published in 1923).

2. Report on an Enquiry into Middle Class Family Budgets in Bombay City, 1922-24 (published in 1928).

3. Report on an Enquiry into Family Budgets of Cotton Mill Workers in Sholapur City, 1925 (published in 1928).

4. Report on an Enquiry into Working Class Family Budgets in Ahmedabad, 1926 (published in 1928).

5. Report on an Enquiry into Working Class Family Budgets in Bombay City 1932-33 (published in 1935).

6. Report on an Enquiry into Working Class Family Budgets in Ahmedabad, 1933-35 (published in 1937).

D. REPORTS OF THE BOMBAY ECONOMIC AND INDUSTRIAL SURVEY COMMITTEE—

1. Report of the Bombay Economic and Industrial Survey Committee, 1938-40, Vol. I (published in 1940).

2. *Reports of the Bombay Economic and Industrial Survey Committee*, 1938-40 Vol. II (published in 1941)—
   (*i*) Bombay City
   (*ii*) Bombay Suburban
   (*iii*) Ahmedabad
   (*iv*) Broach and Panch Mahal
   (*v*) Kaira
   (*vi*) Surat
   (*vii*) Ahmednagar
   (*viii*) Nasik
   (*ix*) East Khandesh
   (*x*) West Khandesh
   (*xi*) Kolaba
   (*xii*) Poona
   (*xiii*) Ratnagiri
   (*xiv*) Satara
   (*xv*) Sholapur
   (*xvi*) Thana
   (*xvii*) Belgaum
   (*xviii*) Bijapur
   (*xix*) Dharwar
   (*xx*) North Kanara.

E. Reports of the Committees appointed by the Government of Bombay under the Minimum Wages Act, 1948 in respect of employment in—

(*i*) Stone breaking or stone crushing ;

(*ii*) Road construction and building operations ;

(*iii*) Rice, flour or dal mills ;

(*iv*) Public motor transport ;

(*v*) Tanneries and leather manufactory ; and

(*vi*) Oil mills.

(Reports published in 1951).

F. MISCELLANEOUS

1. Report of the Industrial Disputes Committee, 1921 (published in 1922).
2. Report on the Labour Office Enquiry into Deductions from Wages or Payments in respect of Fines, 1925-26 (published in 1928).
3. Report on an Enquiry into Middle Class Unemployment in the Bombay Presidency, 1926 (published in 1927).
4. Report on the Bombay Strike Enquiry Committee, 1928-29 (published in 1929).
5. Report of the Bombay Court of Enquiry, 1929.
6. Report on Handloom Weaving Industry in the Bombay Presidency by S. V. Telang, 1932.
7. Bombay Disturbances Enquiry Committee, 1938 (published in 1940).
8. Report of the Rent Enquiry Committee :

   Vol. I, Parts I, II and III (1939).

   Vol. II, Part IV (1939).

9. Scheme of Training and Unemployment Relief in Industrial Trading Workshop, Ahmedabad, 1939.

10. Bombay Textile Labour Enquiry Committee Report—

Vol. I—Interim Report (1938) and Vol. II—Final Report (1940).

11. Interim Report by the Industrial Conditions Enquiry Committee on the Cotton Textile Industry in Khandesh (1947).

12. Report on the Sholapur Handloom Weavers Enquiry Committee, 1948.

13. Interim Report by the Industrial Conditions Enquiry Committee on the Cotton Textile Industry in Bombay City and Bombay Suburban District, 1948.

14. Report of the Committee appointed to enquire into the working of the Shops and Establishments Act, 1939 (1948).

15. Report of the Salt Pan Industry in Bombay Province for the Year 1947-48.

16. Report of the Labour Department of the Government of Bombay for the years 1946, 1947 and 1948 (1949).

MADHYA PRADESH

1. Report on Family Budget Enquiry in Nagpur and Jubbulpore (Department of Industries, C. P. and Berar), 1928.

2. Report on Enquiry into Unemployment and Wages Cuts in Cotton Textile Industry in C. P. and Berar by P. K. Sen, 1934.

3. Report of the Textile Labour Enquiry Committee of the C. P. and Berar, 1938.

4. Report of the Committee appointed to examine the wages and conditions of work of sweepers in Municipal and Notified Area Committees in the C. P. and Berar (1938), 1939.

5. Report of the Nagpur Textile Enquiry Committee, 1940.

6. Report of the *Bidi* Industry Committee, C. P. and Berar, 1941.

7. Report of the Provincial Industries Committee, C. P. and Berar (1944), 1945.

8. Report of the C. P. and Berar Textile Labour Enquiry Committee, 194 1.

9. Report of Enquiry into the Family Budgets of Industrial Workers at Nagpur (1941-42) by M. P. Shrivastava, 1943.

10. Report on Labour in Coal Mines in the C. P. and Berar, by A. Hughes and G. L. Watson, 1943.

11. Report of the *Bidi* Readjustment Committee, 1947.

12. Report of the Press Enquiry Committee, 1949.

13. Review of the work done by the Provincial Congress Ministry during the last 3 years. (This contains a Chapter on the Activities of the Labour Department).

MADRAS

1. Madras Labour ; July, 1937—October, 1938.

2. Family Budgets of Industrial Workers in Madras City, 1938.

3. Report of the Court of Enquiry (Shri M. Venkataramayya) in the Dispute in Coimbatore Mills, 1938.

4. Report of the Economist for Enquiry into Rural Indebtedness by Dr. B. V. Narayanaswami Naidu, 1946.

5. Recommendations of Adjudicators and Boards of Conciliation of Labour Disputes in 1946.

6. Recommendations of Adjudicators, Courts of Enquiry and Arbitrators in respect of certain Labour Disputes during the first half of 1947.

7. Recommendations of Adjudicators, Industrial Tribunals and Courts of Enquiry in respect of Labour Disputes during the Second half of 1947.

8. Report of the Court of Enquiry into Labour Conditions in *Bidi*, Cigar, Snuff, Tobacco curing and Tanning Industries by Dr. B. V. Narayanaswami Naidu, 1947.

9. Award of the Industrial Tribunal on Conditions of Labour in the Textile Industry in the Madras Presidency by Mr. Venkataramayya, 1947.

10. Report of Court of Inquiry appointed to enquire into the conditions of Labour in Timber and Saw Mills in Malabar and South Kanara Districts by K.A. Mukandan, 1947.

11. A report of the Industrial Planning Committee—Preliminary Report, 1947; Final Report, 1948.

12. Award of the Industrial Tribunal in the matter of Labour Disputes between the workers and management of Cinema Talkies in Madras City by K. S. Ramaswami Sastri, Industrial Tribunal for Cinema Talkies, Madras, 1948.

13. Report of the Standardization Committee appointed by the Government of Madras to prepare standardized nomenclature, etc., in textile mills, 1948.

14. Report of the Court of Enquiry into Labour Conditions in the Handloom Industry by Dr. B. V. Narayanaswami Naidu, 1948.

15. Recommendations of Industrial Tribunals and Courts of Enquiry in respect of Labour disputes during the second half of 1948.

16. Recommendations of Industrial Tribunals and Courts of Enquiry in respect of Labour disputes during the second half of 1948.

17 Report of the Wage Board appointed by the Government of Madras to determine the wage structure for the different categories of workers in the textile mills, 1949.

18. Annual Administration Reports of the Labour Department on the work done for the amelioration of the eligible communities.

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1. A Plan for the Development of Factory Industry in the Punjab, 1946.

2. Impact of Partition on Industries in Border Districts of East Punjab by K. L. Luthra.

3. Family Budgets, 1945-46 to 1947-48 of Cultivators in the East Punjab by Arjan Singh and Ajaib Singh.

4. Reports of the Minimum Wages Committees appointed by the Government of Punjab under the Minimum Wages, Act, 1948 *in respect of employment in*—

   (*i*) Road Construction and in Building Operations and in Stone breaking or Stone crushing;

   (*ii*) Oil mills;

   (*iii*) Shawl Weaving Establishment;

   (*iv*) Inferior Employees under any Local Authority;

   (*v*) Rice, Flour or Dal Mill;

   (*vi*) Tanneries and Leather Manufactory; and

   (*vii*) Tea Plantations.

   (Reports published in 1951).

ORISSA

Commerce and Labour in Orissa, 1950.

UTTAR PRADESH

1. Report on Housing Conditions of Mill Workers in Kanpur, 1936.
2. Kanpur Labour Enquiry Committee Report, 1938.
3. Wages and Labour Conditions in Kanpur by S. P. Saksena, 1938.
4. Report on an Enquiry into Labour Conditions in the Brassware Industry of Moradabad by R.D. Pant, 1945.
5. Rural Wages in the U. P. by S. C. Chaturvedi, 1947.
6. Report of the Committee appointed to enquire into the Wages and Conditions of Work of Sweepers employed by Local Bodies, 1947.
7. Report of the U. P. Pay Committee, 1947.
8. List of Factories, in the United Provinces corrected up to 1947.
9. Some Facts about Our Life and Living, 1947.
10. U. P. Labour Enquiry Committee Report (1946-48), Vols. I and II, 1948.
11. Report on the Activities of Government for the Amelioration of the Working and Living Conditions of Labour, 1949.
12. Note on the Activities of the U. P. Government for the Amelioration of the Working and Living Conditions of Labour (for the Years 1946 and 1947), 1949.
13. Report of the Committee to consider the question of Decasualisation of Labour and Recruitment of Industrial Workers through Employment Exchanges, 1949.
14. Report of the Court of Enquiry (Sugar), 1950.
15. Report on the Activities of the Government of U. P. for the Amelioration of the Working and Living Conditions of Labour for the Year 1949 (1950).
16. Annual Review of Activities, 1950 (the Department of Labour, Uttar Pradesh).
17. Report of the U. P. Sugar Industry Enquiry Committee, 1951.
18. Growth of Factories in U. P. and Need for their Planned Development by R. C. Pande, 1951.
19. Fair Deal to Labour, 1951.

HYDERABAD

1. Report of the Labour (Factory) Investigation Committee, 1949 (1950).
2. Report of the Coal Mines Labour Enquiry Committee, 1949.
3. Administration Report for the year 1947-48 (1950).

PATIALA AND EAST PUNJAB STATES UNION

1. Award given by the Industrial Tribunal, Kapurthala, regarding the disputes between the labour and management of: (*a*) Messrs. Jagajit Sugar Mills Co. Ltd., Phagwara; and (*b*) Messrs. Mahalaxmi Sugar Mills Co. Ltd., Jagatjit Nagar.
2. Proceedings of the First Tripartite Labour Conference, PEPSU, held at Patiala on 7th and 8th November, 1949.

TRAVANCORE-COCHIN

1. Administration Report of the Department of Labour, Travancore-Cochin (Annual).

2. Report of the Committee appointed to enquire into the Conditions of Industrial Labour in the Cochin State, 1946.

3. Report on the Enquiry into the Family Budgets of Industrial Workers in Cochin State, 1947.

4. Report of the Sitharam Standardisation Committee.

5. Report of the Unemployment Enquiry Committee.

6. Report of the Court of Enquiry—Ceramic Factory, Kundara.

7. Report of the Court of Enquiry—Algappa Textile (Cochin) Ltd., Amballoor.

8. Proceedings of the First Session of the Tripartite Labour Conference held at Trivandrum in October, 1946 (1948).

9. Proceedings of the Second Session of the Tripartite Labour Conference held in September, 1948.

MADHYA BHARAT

1. A Study of Industrial Dissatisfactions—Report of an Enquiry by Shri A. S. Banavalikar (1948).

MYSORE

1. Report on an Enquiry into the General Conditions and the Family Budgets of Labour in Coffee Plantations in Mysore, 1948.

2. Awards made by the Court of Arbitration Tribunal under the Mysore Labour Act, 1942 and the Mysore Industrial Disputes Settlement and Arbitration Rules, 1941.

3. Labour Marches On.

4. Progress of Labour in Mysore State, 1949.

5. Rights and Obligations of Women Workers in Factories under the Maternity Benefit Act, Mysore, 1950.

6. Directory of the Labour Department and Labour Unions in the State of Mysore 1951.

2. LIST OF JOURNALS OF LABOUR INTEREST PUBLISHED IN INDIA

(The list given below is not exhaustive, though attempts have been made to make it as complete as possible)

Serial No.	Name of Journal	Place of Publication	Language	Remarks
1	2	3	4	5
		I. BI-WEEKLIES		
		ASSAM		
1	Raij ..	Gauhati ..	Assamese	..
		MADRAS		
2.	Sramajivi ..	Rajamundry	Telugu and English.	..

1	2	3	4	5
		II. WEEKLIES		
		BIHAR		
3	Coalfields Times	Dhanbad ..	English	..
4	Mazdoor Awaz ..	Jamshedpur	English and Hindi editions.	Issued by the Tata Workers' Union.
5	Mazdoor Sansar	Patna	Hindi	..
6	Prosperity ..	Patna	English and Hindi.	Issued by the Bihar Chamber of Commerce.
		BOMBAY		
7	Janwani ..	Poona	Marathi	Issued by the Poona Branch of the Socialist Party.
8	Kamgar ..	Bombay	Marathi	Issued by the Rashtriya Mill Mazdoor Sangh.
9	Konkan Krishival	Pozari (Dist. Kolaba).	Marathi	A journal of agricultural interest.
10	Mill Mazdoor ..	Bombay	Marathi	Issued by the Socialist Party.
11	Railway Herald	Thana	English	Concerning Railway Labour.
12	Majur Sandesh ..	Ahmedabad	Gujerati	Issued by the Ahmedabad Textile Labour Association.
		DELHI		
13	Birla Mills Patrika	Delhi	Hindi	Issued by the Birla Mills Ltd.
14	C. P. W.D. Gazette	Delhi	English, Hindi and Urdu.	Issued by the C.P.W.D. Mechanical and Electrical Workers Union.
15	Delhi Cloth Mills Gazette.	Delhi	Hindi and Urdu	Issued by the Delhi Cloth and General Mills, Delhi.
		HYDERABAD		
16	Samaj ..	Hyderabad	Urdu	Issued by the Socialist Party.
		MADHYA BHARAT		
17	Birlanagar Patrika.	Gwalior	Hindi	..
18	Mazdoor Sandesh	Indore	Hindi	Issued by the Mazdoor Sangh.

1	2	3	4	5
		II. WEEKLIES—*contd.*		
		MADRAS		
19	Janasakthi ..	Fort Cochin	Malayalam	..
20	The Wednesday Review	Tiruchirapalli.	English	Concerning railways and general transport.
21	Indian Railway and Transport Magazine.	Madras	English	..
22	Mazdoor ..	Krishna District	Telugu	..
		PUNJAB		
23	Labour Organ ..	Amritsar	Urdu	..
		TRAVANCORE COCHIN		
24	Sakhav ..	Quilon	Malayalam	..
25	Thozhilali ..	Trichur	Malayalam	..
26	Navayugam ..	Trichur	Malayalam	..
27	Kerala Janata ..	Kuzhupilly	Malayalam	..
28	Socialist ..	Ernakulam	Malayalam	..
29	Kaumudi ..	Trivandrum	Malayalam	..
30	Velakkaran ..	Trivandrum	Malayalam	..
31	Thingal ..	Nagercoil	Malayalam	..
		UTTAR PRADESH		
32	Chini Mazdoor ..	Lucknow	Hindi	..
33	Mazdoor ..	Allahabad	Hindi and Urdu.	..
34	Mazdoor ..	Mathura	Hindi	..
35	Roti ..	Hathras	Hindi	..
36	Shramik ..	Kanpur	Hindi	..
37	Pukar ..	Allahabad	Hindi	..
38	Sramjivi ..	Kanpur	Hindi	Issued by the Labour Department, U. P. Government.
39	Mazdoor Samaj ..	Pilibhit	Hindi	..
40	Savak ..	Agra	Hindi	..

1	2	3	4	5
		II. WEEKLIES—*concld.*		
		WEST BENGAL		
41	Arthic Bharat ..	Calcutta	Bengali	..
42	Mazdoor ..	Calcutta	English, Hindi and Urdu.	Published on behalf of the Calcutta Industries.
43	Mazdoor-ki-kahani	Calcutta	Urdu	..
44	Sohajog ..	Calcutta	Bengali and Hindi.	Published by Bengal Potteries Ltd.
		III. FORTNIGHTLIES		
		ASSAM		
45	Sramik ..	Silchar	Bengali	..
46	Sramik ..	Dibrugarh	Assamese	..
		BIHAR		
47	Shramik ..	Patna	Hindi	Issued by the Commissioner of Labour, Bihar.
48	TISCO Samachar	Jamshedpur	Hindi	Issued by the Tata Iron and Steel Co., Ltd.
		MADRAS		
49	Labour Times	Perambur, Madras	English	Issued by the M. & S.M. Railway Union.
50	The Planters' Chronicle.	Madras	English	Official organ of the United Planters' Association of Southern India.
		MYSORE		
51	Mysore Labour Gazette.	Bangalore	Kannada and Tamil editions.	Issued by the Deptt. of Labour, Government of Mysore.
		PUNJAB		
52	T.I.T. Patrika ..	Bhiwani	Hindi	..
		RAJASTHAN		
53	Union Patrika ..	Jaipur	Hindi	Issued by the Jaipur State Railwaymen's Union.
		TRAVANCORE-COCHIN		
54	Travancore-Cochin News	Trivandrum	English	Issued by the State Government.

1	2	3	4	5
		III. FORTNIGHTLIES—*contd.* U. P.		
55	Railway Samachar	Jhansi	Hindi	..
		WEST BENGAL		
56	Jay Engineering Samachar.	Calcutta	Bengali	Issued by Jay Engineering Works.
		IV. MONTHLIES		
		BIHAR		
57	Prosperity ..	Patna	English and Hindi.	Issued by the Bihar Chamber of Commerce.
		BOMBAY		
58	Agricultural Economist.	Bombay	English	..
59	General Letter ..	Bombay	English	Issued by the All-India Postal and R. M. S. Union.
60	Railwaymen's Herald.	Bombay	English	Issued by the G. I. P. Railwaymen's Union.
61	Girni Samachar ..	Bombay	Marathi	Issued by the Mill-owners' Association, Bombay.
62	Indian Textile Journal.	Bombay	English	..
63	Industrial Court Reporter.	Bombay	English	Issued by the Deputy Labour Commissioner (Information), Government of Bombay.
64	Labour Gazette			
65	Railway Sentinel	Bombay	English	Issued by the Western Railway Employees' Union.
66	Trade Union Record.	Bombay	English	Issued by the All-India Trade Union Congress.
67	Worker ..	Bombay	English	Organ of the Hindusthan Mazdoor Sewak Sangh.
		DELHI		
68	Employment News.	New Delhi	English	Issued by the Directorate-General of Resettlement and Employment, Ministry of Labour, Government of India.
69	Indian Labour Gazette.	Delhi	English	Issued by the Labour Bureau, Ministry of Labour, Government of India.

1	2	3	4	5
		IV. MONTHLIES—*contd.*		
		DELHI—*contd.*		
70	Monthly Coal Bulletin.	Delhi	English	Issued by the Chief Inspector of Mines in India.
71	Mazdoor Jagat ..	New Delhi	Hindi	Issued by the Ministry of Labour, Government of India.
		HYDERABAD		
72	Hyderabad Labour Bulletin.	Hyderabad	English	Issued by the Labour Department, Government of Hyderabad.
73	Railway Worker ..	Secunderabad	English	Organ of the N. S. Railway Employees' Union.
		MADRAS		
74	Plantation Worker	Coonoor	English	Organ of the Estate Staff Union of Southern India.
75	Railway Thozilal (Railway Worker).	Tiruchirapalli	Tamil	Issued by the S. I. Railway Workers' Union.
76	Industrialist ..	Kozhikode	English	Journal of the West Coast Industrialists' Association.
77	Koottoravu Thondu.	Tanjore	Tamil and English.	..
78	Labour Law Journal.	Madras	English	..
79	News Sheet ..	Madras	English	Issued by the Information Bureau of the Guild of Service.
80	P. & T. Worker ..	Madras	English	Issued by the Union of P. & T. Workers, Madras.
81	Welfare Bulletin	Madukarai	Tamil	Issued by the Industrial Welfare Association.
		MADHYA PRADESH		
82	Empress Mills Patrika.	Nagpur	Hindi and Marathi.	Issued by the Empress Mills, Nagpur.
		MYSORE		
83	Mysore Labour Gazette.	Bangalore	English	Issued by the Department of Labour, Government of Mysore.

1	2	3	4	5
		IV. MONTHLIES—*concld.*		
		MYSORE—*contd.*		
84	Indian Factories Journal.	Bangalore	English	..
		U. P.		
85	*Industrial* Law Journal.	Lucknow	English	..
86	J. K. Review ..	Kanpur	English	Issued by the J. K. Industries, Kanpur.
87	Labour Bulletin	Kanpur	English	Issued by the Department of Labour, Government of Uttar Pradesh.
88	Mazdoor Samachar	Kanpur	Hindi	..
89	Railway Workmen.	Allahabad	English	..
		TRAVANCORE-COCHIN		
90	Burmah Shell News.	Ernakulam	Malayalam	Burmah Shell Co.
91	Rakshavalayam ..	Ernakulam	Malayalam	Tata Oil Mills Ltd.
		WEST BENGAL		
92	Engineering News	Calcutta	English	Issued by the Engineering Association of India.
93	Indian Sugar ..	Calcutta	English	Issued by the Indian Sugar Mills Association.
94	*Manufacturer* ..	Calcutta	English	Organ of the National Chamber of Industries.
95	Monthly Statistical Digest, West Bengal.	Calcutta	English	Issued by the Bengal Statistical Bureau.
		BI-MONTHLIES		
96	*Industrial* Relations.	Calcutta	English	Journal of Indian Institute of Personnel Management.
		QUARTERLIES		
		BIHAR		
97	TISCO Review ..	Jamshedpur	English	Issued by the Tata Iron and Steel Co., Ltd.

1	2	3	4	5
		QUARTERLIES—*contd.*		
		BOMBAY		
98	Oceanite	Bombay	English	Issued by the Maritime *Union of India.*
		DELHI		
99	I. and S. Bulletin	Delhi	English	Journal of the Ministry of Industry and Supply, Government of India.
100	Asian Labour	New Delhi	English	Journal of the Labour Forum, New Delhi.
		MADRAS		
101	Electricity Department Journal	Madras	English	Issued by the Madras Electricity Department.

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EMPLOYMENT AND EARNINGS

I. EMPLOYMENT IN FACTORIES, 1950

Average Daily Number of Workers Employed

(Figures in brackets represent number of working factories)

1	Assam 2	Bihar 3	Bombay 4	Madhya Pradesh 5	Madras 6	Orissa 7	Punjab 8	Uttar Pradesh 9	West Bengal 10	Ajmer 11	Coorg 12	Delhi 13	Andaman and Nicobar Islands 14	Total 15
GOVERNMENT AND LOCAL FUND FACTORIES														
01. *Processes allied to agriculture*														
010. Gins and presses—														
(a) Cotton ginning and baling	..	..	.. (1)	..	..	..	..	..	..	..	..	..	..	..
(b) Others	..	..	..	..	..	..	..	126 (2)	..	..	..	..	..	(1) 126 (2)
Total ..	..	..	.. (1)	..	..	..	..	126 (2)	..	..	..	..	..	126 (3)
20. *Food except beverages*														
202. Manufacturing of dairy products	..	..	48 (3)	.. (1)	..	..	..	333 (6)	..	..	..	..	..	381 (10)

205. Manufacture of grain mill products—														
(c) Dal mills	..	..	..	..	..	..	..	117 (1)	..	..	..	..	..	117 (1)
207. Sugar factories and refineries— (a) Sugar	..	..	..	..	..	..	..	238 (2)	..	..	..	..	..	238 (2)
209. Manufacture of miscellaneous food preparations—														
(a) Manufacture of edible oils (other than hydrogenated oils)	..	25 (1)	..	..	..	..	..	..	..	..	..	..	..	25 (1)
(g) Cold storage	..	..	18 (1)	..	..	..	..	..	30 (1)	..	..	..	..	48 (2)
(h) Others	..	..	..	..	37 (1)	..	..	..	..	..	..	..	..	37 (1)
Total ..	..	25 (1)	66 (4)	.. (1)	37 (1)	..	..	688 (9)	30 (1)	..	..	..	..	846 (17)
21. *Beverages*														
211. Distilling, rectifying and blending of spirits	..	101 (1)	183 (1)	..	..	..	..	..	..	..	..	..	..	284 (2)
213. Breweries and incidental processes including malt	..	..	..	..	33 (1)	..	..	..	..	..	..	..	..	33 (1)
Total ..	..	101 (1)	183 (1)	..	33 (1)	..	..	..	..	..	..	..	..	317 (3)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
23. *Textiles*														
231. Spinning, weaving and finishing of textiles—														
(*a*) Cotton mills	51 (1)	..	..	..	515 (1)	..	..	95 (2)	29 (1)	..	..	..	..	690 (5)
(*c*) Silk mills	..	..	..	..	.. (1)	..	..	..	..	..	..	..	..	.. (1)
(*d*) Woollen mills	..	546 (1)	..	..	..	..	70 (2)	..	..	..	..	..	..	616 (3)
239. Manufacture of textiles not elsewhere classified—														
(*c*) Others	..	135 (2)	..	..	..	..	..	..	..	..	..	..	..	135 (2)
Total ..	51 (1)	681 (3)	..	..	515 (2)	..	70 (2)	95 (2)	29 (1)	..	..	..	..	1,441 (11)
24. *Footwear, other wearing apparel and made-up textile goods*														
241. Manufacture of boots & shoes (except rubber footwear) ..	..	..	..	..	115 (1)	..	..	..	..	..	..	..	..	115 (1)
243 Manufacture of wearing apparel (except footwear)—														
(*a*) Clothing	..	546 (1)	..	..	..	..	..	.. (1)	..	..	..	..	..	546 (2)
244. Manufacture of made-up textile goods except wearing apparel	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Total ..	..	546 (1)	..	..	115 (1)	..	..	.. (1)	..	..	..	..	..	661 (3)

25. *Wood and cork except furniture*														
250. Manufacture of wood and cork except manufacture of furniture—														
(*a*) Saw mills	..	..	137 (3)	159 (3)	..	..	..	..	..	..	..	15 (1)	1,300 (1)	1,611 (8)
(*b*) Manufacture of plywood ..	..	..	..	..	..	..	..	..	116 (1)	..	..	..	..	116 (1)
(*d*) Boxes and packing cases ..	..	..	..	..	..	..	..	..	500 (1)	..	..	..	..	500 (1)
(*e*) Others	..	..	..	..	..	..	..	324 (4)	..	..	..	150 (1)	..	474 (5)
Total ..	..	..	137 (3)	159 (3)	..	..	..	324 (4)	616 (2)	..	..	165 (2)	1,300 (1)	2,701 (15)
26. *Furniture and fixtures*														
260. Manufacture of furniture and fixtures—														
(*a*) Wooden	..	..	127 (5)	..	91 (3)	..	..	55 (1)	..	..	..	72 (2)	..	345 (11)
(*c*) Others	..	..	..	361 (3)	..	..	..	..	..	..	..	..	..	361 (3)
Total ..	..	..	127 (5)	361 (3)	91 (3)	..	..	55 (1)	..	..	..	72 (2)	..	706 (14)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
27. *Paper and paper products*														
271. Pulp, paper and paperboard mills-														
(*a*) Pulp	..	..	..	..	..	..	..	29 (1)	..	..	..	..	..	29 (1)
(*b*) Paper	..	..	..	..	472 (1)	..	..	34 (2)	..	..	..	..	..	506 (3)
Total ..	..	..	..	..	472 (1)	..	..	63 (3)	..	..	..	..	..	535 (4)
28. *Printing, publishing and allied industries*														
280. Printing, bookbinding etc.—														
(*a*) Letterpress and lithographic printing and book binding.	259 (2)	972 (4)	5,469 (12)	353 (2)	2,183 (7)	436 (6)	836 (3)	3,466 (7)	3,223 (12)	108 (1)	..	1,459 (5)	..	18,764 (61)
(*b*) Other printing including photography.	..	..	198 (2)	..	73 (1)	..	..	550 (2)	..	..	..	..	..	821 (5)
Total ..	259 (2)	972 (4)	5,667 (14)	353 (2)	2,256 (8)	436 (6)	836 (3)	4,016 (9)	3,223 (12)	108 (1)	..	1,459 (5)	..	19,585 (66)
29. *Leather and leather products (except footwear)*														
291. Tanneries and leather finishing.	..	..	..	..	..	33 (1)	..	..	49 (1)	..	..	..	..	82 (2)
Total ..	..	..	..	..	..	33 (1)	..	..	49 (1)	..	..	..	..	82 (2)

31. *Chemicals and chemical products*														
311. Basic chemicals including fertilisers—														
(a) Artificial manures.. ..	..	..	250 (2)	..	..	..	..	..	..	..	..	..	..	250 (2)
(f) Others	..	..	..	..	..	..	..	654 (1)	..	..	..	..	..	654 (1)
312. Vegetable and animal oils and fats (except edible oils).	..	..	..	..	45 (1)	..	..	..	..	..	..	..	..	45 (1)
319. Manufacture of miscellaneous chemical products—														
(a) Fine and pharmaceutical chemicals.	..	..	..	..	370 (2)	..	..	26 (2)	197 (1)	..	..	..	..	593 (5)
(c) Soap	..	..	..	..	66 (1)	..	..	..	..	..	..	..	..	66 (1)
Total ..	..	..	250 (2)	..	481 (4)	..	..	680 (3)	197 (1)	..	..	..	..	1,608 (10)
32. *Products of petroleum and coal*														
321. Petroleum refineries etc.—														
(a) Petroleum	..	..	..	..	40 (1)	..	..	..	..	..	..	..	..	40 (1)
322 Coke ovens	..	258 (1)	..	..	..	..	..	..	..	..	..	..	..	258 (1)
Total ..	..	258 (1)	..	..	40 (1)	..	..	..	..	..	..	..	..	298 (2)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
33. *Non-metalic mineral products (except products of petroleum and coal)*														
331. Manufacture of structural clay products—														
(*b*) Others	..	..	..	..	174 (1)	..	..	..	..	..	..	..	..	174 (1)
333. Manufacture of pottery, china, and earthenware.	..	..	..	..	..	..	..	..	322 (2)	..	..	..	..	322 (2)
339. Manufacture of non-metallic mineral products not elsewhere classified—														
(*a*) Stone dressing	..	..	254 (2)	..	..	..	..	..	..	..	..	..	..	254 (2)
(*d*) Others	..	..	18 (1)	..	..	..	..	..	..	..	..	..	..	18 (1)
Total ..	..	..	272 (3)	..	174 (1)	..	..	..	322 (2)	..	..	..	..	768 (6)
35. *Manufacture of metal products (except machinery and transport equipment)*														
350. Manufacture of metal products (except machinery and transport)														
(*a*) Metal containers and steel trunks.	..	..	371 (1)	..	..	..	..	..	..	..	..	..	..	371 (1)
(*h*) Others	..	..	..	..	..	934 (5)	..	12 (1)	294 (2)	..	..	..	..	1,240 (8)
Total ..	..	..	371 (1)	..	..	934 (5)	..	12 (1)	294 (2)	..	..	..	..	1,611 (9)

36. *Manufacture of machinery (except electrical machinery).*														
360. Manufacture of Machinery—(except electrical machinery).														
(*c*) Agricultural implements ..	..	..	..	..	..	..	..	318 (2)	..	..	..	429 (2)	..	747 (4)
(*d*) Machine tools, wood working machinery and steel tools.	..	..	..	..	56 (1)	..	..	..	..	..	..	..	..	56 (1)
(*f*) General and jobbing engineering.	303 (3)	1,065 (6)	806 (7)	11,508 (11)	1,451 (20)	..	2,624 (3)	1,159 (12)	2,128 (6)	..	..	484 (5)	..	21,528 (73)
(*g*) Others	..	..	..	..	37 (4)	..	..	..	..	..	..	..	..	37 (4)
Total ..	303 (3)	1,065 (6)	806 (7)	11,508 (11)	1,544 (25)	..	2,624 (3)	1,477 (14)	2,128 (6)	..	..	913 (7)	..	22,368 (82)
37. *Electrical machinery, apparatus, appliances and supplies*														
370. (*a*) Electrical machinery, etc.														
(*b*) Telegraph and telephone workshops.	..	..	1,424 (4)	1,512 (1)	167 (2)	..	..	..	3,220 (4)	..	..	98 (2)	..	6,421 (13)
(*d*) Electric fans, radiators and other accessories.	..	..	..	..	..	..	..	.. (1)	..	..	..	..	..	.. (1)
(*h*) General and jobbing engineering.	..	..	378 (2)	..	833 (4)	..	..	..	102 (1)	..	..	..	..	1,313 (7)
(*i*) Others	..	..	26 (2)	..	73 (3)	..	..	..	..	..	..	..	..	99 (5)
Total ..	..	..	1,828 (8)	1,512 (1)	1,073 (9)	..	..	.. (1)	3,322 (5)	..	..	98 (2)	..	7,833 (28)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
38. *Transport equipment*														
381. Ship building—														
(*a*) Ship building and repairing	..	569 (1)	7,357 (2)	..	809 (5)	..	..	..	2,082 (4)	..	..	..	99 (1)	10,916 (13)
(*b*) Marine engine building and repairing.	..	..	..	..	404 (2)	..	..	..	..	..	..	..	..	404 (2)
382. Manufacture and repair of railroad equipment—														
(*a*) Railway workshops ..	1,801 (5)	12,882 (8)	24,379 (30)	844 (2)	6,833 (4)	..	1,919 (3)	16,791 (11)	29,387 (18)	7,578 (3)	..	..	..	1,02,414 (84)
(*b*) Tramway workshops ..	..	..	2,175 (6)	..	..	..	..	..	..	..	..	230 (1)	..	2,405 (7)
384. Repair of motor vehicles and cycles—														
(*a*) Motor vehicles	..	..	2,413 (25)	232 (5)	228 (9)	..	94 (2)	2,601 (17)	3,408 (8)	..	..	..	..	9,036 (66)
386. Aircraft—														
(*b*) Aircraft engine building and repairing.	..	..	..	..	..	..	..	1,634 (2)	..	..	..	..	..	1,634 (2)
389. Manufacture of transport equipment not elsewhere classified—														
(*a*) Coach building	..	..	604 (2)	..	496 (4)	..	..	..	32 (1)	..	..	322 (3)	..	1,454 (10)
Total ..	1,801 (5)	13,451 (9)	36,928 (65)	1,076 (7)	8,770 (24)	..	2,013 (5)	21,026 (30)	34,969 (31)	7,578 (3)	..	552 (4)	99 (1)	1,28,263 (184)

39. *Miscellaneous Industries*														
391. Manufacture of professional scientific measuring and controlling instruments.	..	..	63 (1)	..	..	..	..	166 (1)	631 (1)	..	..	..	..	860 (3)
395. Manufacture of jewellery and related articles—														
(b) Mints	..	..	1,306 (1)	..	..	..	..	..	1,425 (2)	..	..	..	..	2,731 (3)
399. Manufacturing industries not elsewhere classified—														
(a) Ordnance factories ..	..	88 (1)	26,668 (42)	..	2,702 (4)	118 (1)	870 (1)	22,968 (14)	15,832 (8)	..	..	4,121 (4)	..	72,767 (75)
(f) Manufacture of Ice ..	..	..	17 (1)	..	..	..	..	..	..	..	..	..	..	17 (1)
(g) Forage presses	..	..	..	..	59 (1)	..	12 (1)	..	..	..	..	..	..	71 (2)
(k) Wrapping, packing, filing etc., of articles.	..	..	1,159 (7)	.. (1)	.. (1)	..	..	..	..	..	..	..	..	1,159 (9)
(l) Others	..	..	..	..	35 (2)	..	..	3,368 (11)	884 (6)	..	96 (1)	..	..	4,383 (20)
Total ..	..	88 (1)	28,613 (52)	.. (1)	2,796 (8)	118 (1)	882 (2)	26,502 (26)	18,772 (17)	..	96 (1)	4,121 (4)	..	81,988 (113)
51. *Electricity, gas and steam*														
511. Electric light and power ..	..	1,040 (7)	1,274 (22)	81 (5)	1,099 (14)	.. (1)	159 (5)	1,767 (21)	1,283 (8)	194 (1)	..	613 (3)	..	7,510 (87)
512. Gas manufacture and distribution.	..	..	..	..	13 (1)	..	..	37 (1)	..	..	..	..	..	50 (2)
Total ..	..	1,040 (7)	1,274 (22)	81 (5)	1,112 (15)	.. (1)	159 (5)	1,804 (22)	1,283 (8)	194 (1)	..	613 (3)	..	7,560 (89)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
52. *Water and sanitary services*														
521. Water supply stations ..	..	78 (2)	527 (18)	133 (4)	102 (12)	..	..	615 (9)	864 (5)	..	..	625 (3)	..	2,944 (53)
522. Sanitary services	..	..	131 (5)	..	34 (1)	..	44 (2)	38 (1)	247 (3)	..	..	..	..	404 (12)
Total ..	..	78 (2)	658 (23)	133 (4)	136 (13)	..	44 (2)	653 (10)	1,111 (8)	..	..	625 (3)	..	3,438 (65)
84. *Personal services*														
844 (a) Laundry and laundry services.	..	..	..	..	31 (1)	..	..	..	..	..	..	..	..	31 (1)
Total ..	..	..	..	..	31 (1)	..	..	..	..	..	..	..	..	31 (1)
Total Government and Local Fund Factories.	2,414 (11)	18,305 (36)	77,180 (211)	15,183 (38)	19,676 (118)	1,521 (14)	6,028 (22)	57,521 (138)	66,345 (97)	7,880 (5)	96 (1)	8,618 (32)	1,399 (2)	2,82,766 (725)
OTHER FACTORIES														
01. *Processes allied to agriculture*														
010. *Gins and presses*—														
(a) Cotton ginning and baling	247 (4)	..	38,308 (665)	19,715 (285)	12,777 (373)	..	3,598 (95)	548 (13)	272 (9)	406 (11)	..	..	..	75,871 (1,455)
(b) Jute presses	..	..	..	..	183 (5)	..	..	193 (3)	4,526 (25)	..	..	..	..	4,902 (33)
(c) Wool baling and pressing ..	..	..	..	..	..	..	111 (5)	50 (1)	..	1,469 (8)	..	..	..	1,630 (14)

(d) Others	..	..	..	..	1,172 (57)	..	..	..	..	..	..	..	..	1,172 (57)
Total ..	247 (4)	..	38,308 (665)	19,715 (285)	14,132 (435)	..	3,709 (100)	791 (17)	4,798 (34)	1,875 (19)	..	..	..	83,575 (1,559)
20. *Food except beverages*														
202. Manufacture of dairy products	..	44 (1)	279 (6)	..	66 (2)	..	11 (1)	16 (1)	232 (3)	..	..	44 (1)	..	692 (15)
203. Canning and preservation of fruits and other vegetables	..	..	337 (4)	308 (3)	99 (2)	..	34 (2)	167 (2)	317 (6)	..	..	55 (2)	..	1,407 (21)
204. Canning and preservation of fish and other sea food.	..	..	19 (1)	..	..	..	..	..	..	..	..	..	..	19 (1)
205. Manufacture of grain mill products—														
(a) Flour mills	..	454 (14)	1,034 (17)	108 (3)	10 (2)	10 (2)	888 (24)	809 (13)	1,546 (11)	..	3 (1)	310 (4)	..	5,172 (91)
(b) Rice mills	1,540 (94)	4,298 (118)	737 (65)	4,603 (273)	16,080 (1,017)	3,430 (90)	348 (19)	1,276 (45)	14,631 (294)	..	44 (6)	..	..	47,587 (2,021)
(c) Dal mills	..	296 (14)	1,381 (75)	583 (48)	400 (33)	..	28 (2)	315 (15)	20 (1)	..	..	..	..	3,023 (188)
206. Manufacture of bakery products	20 (2)	61 (3)	1,487 (28)	.. (1)	712 (18)	..	27 (1)	304 (3)	1,974 (36)	..	..	229 (4)	.. ..	4,814 (96)
207. Sugar factories and refineries—														
(a) Sugar	..	22,665 (32)	7,041 (16)	..	6,288 (12)	132 (2)	647 (1)	50,105 (72)	213 (1)	59 (1)	..	..	..	87,150 (137)
(b) Gur	..	120 (2)	8,401 (493)	..	..	..	..	32 (1)	..	..	..	..	..	8,553 (496)
208. Manufacture of sugar confectionery, cocoa and chocolate.	..	352 (5)	579 (20)	..	263 (11)	..	..	287 (7)	38 (2)	..	..	..	..	1,510 (45)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
209. Manufacture of miscellaneous food products—														
(a) Manufacture of edible oils (other than hydrogenated oils).	867 (24)	1,963 (51)	10,163 (277)	3,668 (78)	11,763 (406)	218 (7)	584 (31)	6,791 (129)	2,303 (54)	..	..	142 (5)	..	38,552 (1,122)
(b) Hydrogenated oil industry	..	97 (1)	538 (6)	447 (2)	202 (2)	..	131 (1)	1,222 (2)	1,226 (7)	..	..	382 (2)	..	4,245 (23)
(c) Tea factories	49,303 (584)	570 (6)	..	570 (1)	4,124 (107)	..	657 (19)	859 (16)	25,927 (276)	..	19 (1)	..	..	82,029 (1,010)
(d) Coffee curing works ..	..	..	72 (1)	..	1,625 (22)	..	..	..	..	..	201 (1)	..	..	1,898 (24)
(e) Cashewnut industry ..	..	..	324 (8)	..	8,363 (28)	..	..	..	..	..	..	..	..	8,687 (36)
(f) Starch	..	..	40 (2)	..	844 (25)	..	200 (1)	..	108 (4)	..	..	..	..	1,192 (32)
(g) Cold storage	..	206 (11)	69 (3)	..	..	..	54 (3)	351 (15)	128 (1)	..	..	61 (4)	..	950 (37)
(h) Others	..	..	935 (47)	..	19,883 (1,013)	..	..	40 (2)	188 (3)	..	..	20 (1)	..	21,066 (1,066)
Total ..	51,730 (704)	31,216 (258)	33,436 (1,069)	10,377 (409)	71,322 (2,760)	3,790 (101)	3,609 (105)	62,574 (323)	48,941 (690)	59 (1)	267 (9)	1,243 (23)	..	3,18,564 (6,461)
21. Beverages														
211. Distilling, rectifying and blending of spirits.	207 (1)	351 (5)	126 (4)	36 (1)	51 (3)	114 (5)	414 (2)	1,364 (14)	632 (4)	..	..	..	..	3,295 (39)
212. Wine industries	..	..	..	..	..	..	..	172 (1)	..	..	..	..	..	172 (1)

213. Breweries and incidental processes—	..	..	..	..	..	..	..	..	13 (1)	..	..	..	..	13 (1)
214. Soft drinks and carbonated water industries—														
(a) Soft drinks	..	..	49 (4)	..	54 (3)	..	..	..	..	..	..	..	..	103 (7)
(b) Carbonated water industries	..	..	715 (31)	..	254 (20)	..	56 (3)	..	477 (8)	..	..	177 (3)	..	1,679 (65)
Total ..	207 (1)	351 (5)	890 (39)	36 (1)	359 (26)	114 (5)	470 (5)	1,536 (15)	1,122 (13)	..	..	177 (3)	..	5,262 (113)
22. *Tobacco*														
220. Tobacco manufactures—														
(a) Bidi	..	16,971 (355)	20,208 (382)	8,600 (284)	6,683 (200)	2,692 (80)	..	.. (1)	..	348 (6)	..	..	..	55,502 (1,398)
(b) Cigar	..	..	..	..	2,105 (83)	..	..	..	..	..	..	..	..	2,105 (83)
(c) Cigarette..	..	3,033 (1)	1,354 (6)	..	..	..	..	2,232 (1)	1,925 (4)	..	..	..	..	8,544 (12)
(d) Snuff	..	..	46 (1)	..	205 (10)	..	..	..	..	..	..	..	..	251 (11)
(e) Zorda factories	..	..	3,194 (149)	..	..	..	..	..	172 (1)	..	..	..	..	3,366 (150)
(f) Others	..	1,371 (9)	42 (1)	..	36,767 (217)	..	..	353 (4)	..	..	..	..	..	38,533 (231)
Total ..	..	21,375 (365)	24,844 (539)	8,600 (284)	45,760 (600)	2,692 (80)	..	2,585 (6)	2,097 (5)	348 (6)	..	..	..	1,08,301 (1,885)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
23. *Textiles*														
231. Spinning, weaving and finishing of textiles—														
(a) Cotton mills	..	1,209 (2)	3,88,549 (474)	28,587 (25)	100,091 (404)	2,050 (3)	3,900 (28)	48,696 (39)	27,913 (29)	5,764 (4)	..	14,890 (7)	..	6,21,640 (1,015)
(b) Jute mills	..	6,144 (4)	..	891 (1)	4,015 (4)	..	..	6,729 (3)	2,85,585 (97)	..	..	..	..	3,03,364 (109)
(c) Silk mills	..	205 (7)	29,616 (301)	..	860 (27)	..	5,168 (59)	2,040 (3)	2,543 (10)	..	..	27 (1)	..	40,459 (408)
(d) Woollen mills	..	..	4,623 (6)	..	693 (12)	..	3,770 (24)	3,236 (5)	531 (3)	..	..	4 (1)	..	12,857 (51)
(e) Lace mills	..	..	782 (25)	..	15 (1)	..	603 (9)	31 (2)	..	..	..	255 (9)	..	1,686 (46)
(f) Carpet weaving	..	..	20 (2)	..	265 (6)	..	707 (3)	666 (7)	..	..	..	..	..	1,658 (18)
232. Knitting mills	37 (3)	228 (10)	1,691 (50)	5 (4)	2,165 (41)	17 (2)	1,476 (67)	477 (13)	1,870 (58)	145 (2)	..	391 (15)	..	8,502 (265)
233. Cordage, rope and twine industries.	..	..	482 (19)	..	71 (8)	..	..	..	1,416 (5)	..	..	..	..	1,969 (32)
239. Manufacture of textiles not elsewhere classified.—														
(a) Coir factories	..	..	..	..	3,246 (19)	..	..	..	..	..	..	..	..	3,246 (19)
(c) Others	..	30 (1)	15,867 (237)	.. (1)	3,704 (158)	..	911 (18)	586 (3)	1,423 (10)	..	..	887 (21)	..	23,408 (449)
Total ..	37 (3)	7,816 (24)	4,41,630 (1,114)	29,483 (31)	1,15,125 (680)	2,067 (5)	16,535 (208)	62,461 (75)	3,21,281 (212)	5,909 (6)	..	16,454 (54)	..	10,18,798 (2,412)

24. *Footwear, other wearing apparel and made-up textile goods*														
241. Manufacture of boots and shoes (except rubber footwear).	..	957 (1)	129 (6)	..	..	..	..	3,288 (14)	..	..	..	..	..	4,374 (21)
242. Repair of boots and shoes (except rubber footwear).	..	..	22 (1)	..	..	..	..	..	43 (1)	..	..	..	..	65 (2)
243. Manufacture of wearing apparel (except footwear).														
(a) Clothing	..	..	388 (18)	..	485 (24)	..	..	..	15 (1)	..	..	681 (4)	..	1,569 (47)
(b) Umbrellas	..	..	114 (4)	..	200 (9)	..	..	..	530 (7)	..	..	..	..	943 (20)
(c) Others	..	..	13 (1)	..	78 (2)	..	..	..	493 (2)	..	..	..	..	584 (5)
244. Manufacture of made-up textile goods except wearing apparel	..	..	129 (7)	..	..	..	..	..	104 (3)	..	..	..	..	233 (10)
Total ..	..	957 (1)	795 (37)	..	862 (35)	..	..	3,288 (14)	1,185 (14)	..	..	681 (4)	..	7,768 (105)
25. *Wood and cork except furniture*														
250. Manufacture of wood and cork except manufacture of furniture—														
(a) Saw mills	1,474 (25)	469 (26)	2,251 (97)	1,775 (130)	1,826 (45)	561 (28)	352 (20)	611 (19)	1,239 (37)	..	..	21 (1)	..	10,580 (428)
(b) Manufacture of plywood ..	..	..	477 (2)	..	461 (8)	..	..	210 (3)	1,234 (19)	..	..	..	..	2,382 (32)
(c) Joinery and general wood working.	..	68 (1)	139 (5)	.. (1)	98 (4)	..	57 (4)	..	281 (2)	..	..	..	..	643 (17)
(d) Boxes and packing cases ..	..	17 (1)	227 (9)	154 (1)	35 (2)	..	..	..	44 (1)	..	..	..	..	477 (14)
(e) Others	..	..	2,637 (63)	91 (9)	2,066 (42)	..	1 (1)	80 (3)	124 (4)	..	..	74 (2)	98 (1)	5,171 (125)
Total ..	1,474 (25)	554 (28)	5,731 (170)	2,020 (141)	4,486 (101)	561 (28)	411 (25)	901 (25)	2,022 (63)	..	..	95 (3)	98 (1)	19,253 (616)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
26. *Furniture and fixtures*														
260. Manufacture of furniture and fixtures—														
(*a*) Wooden	..	171 (3)	1,333 (37)	88 (4)	1,511 (33)	..	31 (6)	75 (7)	699 (10)	..	..	166 (2)	..	4,074 (102)
(*b*) Metal	..	..	570 (9)	..	..	..	..	..	1,411 (19)	..	..	..	..	1,981 (28)
(*c*) Others	..	33 (2)	..	.. (1)	.. (1)	..	..	..	..	..	..	..	..	33 (4)
Total ..	..	204 (5)	1,903 (46)	88 (5)	1,511 (34)	..	31 (6)	75 (7)	2,110 (29)	..	..	166 (2)	..	6,088 (134)
27. *Paper and paper products*														
271. Pulp, paper and paper board mills—														
(*a*) Pulp	..	612 (1)	..	..	..	..	..	..	..	..	..	..	..	612 (1)
(*b*) Paper	..	539 (1)	1,393 (6)	..	..	1,416 (1)	1,652 (1)	1,276 (2)	8,946 (4)	..	..	..	..	15,222 (15)
(*c*) Paperboard and strawboard	..	..	354 (8)	..	43 (2)	..	..	559 (2)	852 (8)	..	..	..	..	1,808 (20)
(*d*) Others	..	12 (1)	854 (26)	..	242 (1)	..	..	22 (1)	598 (16)	..	..	94 (1)	..	1,822 (40)
Total ..	..	1,163 (3)	2,601 (40)	..	285 (3)	1,416 (1)	1,652 (1)	1,857 (5)	10,396 (28)	..	..	94 (1)	..	19,464 (82)

28. *Printing, publishing and allied industries.*														
280. Printing, book binding etc.—														
(*a*) Letter press and lithographic printing and book binding.	292 (10)	2,079 (55)	15,678 (460)	2,107 (56)	10,942 (357)	..	732 (40)	5,341 (145)	8,446 (153)	265 (6)	..	2,484 (62)	..	48,366 (1,344)
(*b*) Other printing including photography.	..	..	141 (6)	..	374 (12)	440 (13)	..	127 (4)	257 (5)	..	..	..	..	1,339 (40)
Total ..	292 (10)	2,079 (55)	15,819 (460)	2,107 (56)	11,316 (369)	440 (13)	732 (40)	5,468 (149)	8,703 (158)	265 (6)	..	2,484 (62)	..	49,705 (1,384)
29. *Leather and leather products (except footwear)*—														
291. Tanneries and leather finishing.	..	318 (1)	869 (21)	..	8,934 (288)	28 (1)	202 (1)	2,232 (20)	195 (5)	..	..	..	..	12,778 (337)
292. Manufacture of leather products except footwear and other wearing apparel.	..	..	474 (20)	..	139 (8)	..	..	.. (1)	..	..	..	..	..	613 (29)
Total ..	..	318 (1)	1,343 (41)	..	9,073 (296)	28 (1)	202 (1)	2,232 (21)	195 (5)	..	..	..	..	13,391 (360)
30. *Rubber and rubber products*														
300 Manufacture of rubber and rubber products.—														
(*a*) Types	..	..	1,338 (6)	..	36 (2)	..	..	..	3,378 (2)	..	..	..	..	4,752 (10)
(*b*) Rubber footwear	..	..	305 (1)	..	..	..	..	..	10,976 (12)	..	..	..	..	11,281 (13)
(*c*) Others	..	..	1,421 (32)	163 (5)	380 (9)	..	102 (4)	84 (1)	2,331 (13)	..	20 (1)	295 (6)	..	4,796 (71)
Total ..	..	..	3,064 (39)	163 (5)	416 (11)	..	102 (4)	84 (1)	16,685 (27)	..	20 (1)	295 (6)	..	20,829 (94)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
31. *Chemical and chemical products*														
311. Basic chemicals including fertilisers—														
(a) Artificial manures	..	469 (5)	323 (9)	.. (1)	515 (18)	..	..	74 (1)	1,844 (9)	..	..	..	..	3,225 (43)
(b) Heavy chemicals	..	..	3,968 (23)	.. (1)	1,732 (2)	..	240 (3)	302 (3)	1,704 (10)	..	..	559 (4)	..	8,585 (48)
(c) Turpentine and rosin ..	..	..	..	..	..	..	..	234 (1)	..	..	..	..	..	234 (1)
(d) Plastic materials	..	..	15 (1)	4 (1)	..	..	..	..	..	..	..	..	..	19 (2)
(e) Others	..	49 (2)	1,121 (14)	..	174 (7)	..	84 (4)	7 (1)	138 (4)	..	..	..	..	1,573 (32)
312. Vegetable and animal oils and fats (except edible oils).	..	..	59 (8)	..	327 (13)	..	..	..	559 (3)	..	..	..	..	945 (24)
319. Manufacture of miscellaneous chemical products—														
(a) Fine and pharmaceutical chemicals.	..	421 (5)	3,258 (55)	14 (1)	394 (17)	37 (1)	45 (3)	481 (10)	6,270 (34)	..	..	127 (1)	..	11,047 (127)
(b) Lac (including shellac) ..	..	4,317 (55)	..	212 (6)	..	197 (4)	..	..	1,010 (5)					5,736 (70)
(c) Matches	1,312 (2)	34 (1)	2,173 (4)	147 (3)	6,567 (105)	54 (2)	..	1,515 (3)	1,891 (5)	..	..	..	..	13,093 (125)
(d) Paints, colours and varnishes	..	110 (2)	1,327 (30)	87 (4)	146 (3)	..	69 (5)	225 (4)	2,886 (20)	..	..	107 (3)	..	4,963 (80)
(e) Soap	17 (1)	85 (4)	4,148 (35)	.. (1)	430 (20)	28 (1)	..	341 (5)	1,438 (15)	..	..	..	..	6,496 (82)
(f) Others	..	..	3,595 (55)	235 (7)	793 (30)	..		99 (3)	675 (15)	..	..	149 (3)	..	5,546 (113)
Total ..	1,329 (3)	5,491 (74)	19,977 (243)	699 (25)	11,087 (215)	316 (8)	438 (15)	3,368 (31)	18,415 (120)	..	..	942 (11)	..	62,062 (745)
32. *Products of petroleum and coal*														
321. Petroleum refineries etc.—														
(a) Petroleum	1,501 (2)	..	..	.. (2)	10 (1)	..	41 (2)	..	3,447 (9)	..	..	128 (4)	..	5,127 (20)
(b) Kerosene	..	..	..	..	1,362 (12)	..	..	..	3,443 (6)	..	..	..	..	4,805 (18)

322. Coke ovens	..	1,685 (4)	..	..	..	..	..	..	..	..	..	..	..	1,685 (4)
320. Manufacture of miscellaneous products of petroleum and coal.	..	532 (1)	68 (4)	..	..	..	..	..	275 (6)	..	..	..	..	875 (11)
Total ..	1,501 (2)	2,217 (5)	68 (4)	.. (2)	1,372 (13)	..	41 (2)	..	7,165 (21)	..	..	128 (4)	..	12,492 (53)
33. *Non-metallic mineral products (except products of petroleum and coal).*														
331 Manufacture of structural clay products—														
(a) Bricks and tiles	122 (1)	7,966 (24)	5,170 (168)	456 (13)	11,938 (101)	24 (1)	1,897 (80)	6 (1)	628 (6)	..	..	..	..	28,216 (395)
(b) Others	..	..	167 (6)	26 (1)	165 (3)	234 (1)	53 (4)	47 (3)	831 (2)	..	..	119 (2)	..	1,642 (22)
332. Manufacture of glass and glass products (excepting optical lenses)	..	1,054 (10)	5,180 (28)	1,063 (5)	1,468 (9)	544 (2)	360 (4)	9,964 (102)	6,230 (29)	..	..	15 (1)		25,878 (190)
333. Manufacture of pottery, china and earthenware.	..	..	941 (11)	2,938 (9)	430 (10)	125 (1)	11 (1)	67 (2)	4,321 (13)	..	..	601 (9)	..	9,434 (56)
334. Manufacture of cement ..	..	3,769 (5)	1,289 (2)	2,495 (2)	3,706 (5)	..	..	..	..	..	..	..	..	11,259 (14)
339. Manufacture of non-metallic mineral products not elsewhere classified—														
(a) Stone dressing and crushing	..	1,867 (37)	2,022 (76)	..	300 (31)	..	606 (8)	39 (2)	143 (4)	..	..	226 (6)	..	5,323 (164)
(b) Asbestos products ..	..	..	1,070 (1)	773 (1)	..	..	..	..	545 (1)	..	..	..	..	2,388 (3)
(c) Mica factories	..	18,934 (147)	..	..	..	..	..	..	..	..	..	..	..	18,934 (147)
(d) Others	..	214 (6)	826 (18)	41 (6)	444 (18)	26 (1)	..	258 (8)	327 (9)	..	..	..	..	2,136 (66)
Total ..	122 (1)	33,804 (229)	16,674 (310)	7,792 (37)	18,511 (177)	953 (6)	2,987 (97)	10,381 (118)	13,025 (64)	..	..	961 (18)	..	1,05,210 (1,067)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
34. *Basic metal industries*														
341. Ferrous— (a) Metal extracting and refining	..	24,522 (1)	96 (3)	..	.. (1)	..	..	..	13,857 (2)	..	..	..	..	38,475 (7)
(b) Metal conversion	..	..	1,131 (5)	..	20 (1)	..	..	..	..	..	..	..	..	1,151 (6)
(c) Metal rolling	..	4,833 (2)	838 (12)	..	741 (4)	.. (1)	338 (12)	2,437 (20)	9,544 (18)	..	..	328 (6)	..	19,059 (75)
(d) Tube making and wire drawing	..	1,934 (1)	82 (2)	..	81 (1)	..	54 (3)	4 (1)	436 (10)	..	..	66 (4)	..	2,657 (22)
(e) Metal founding	..	2,199 (11)	2,981 (61)	157 (1)	956 (27)	71 (2)	..	1,674 (60)	9,307 (94)	18 (1)	..	886 (25)	..	18,249 (282)
(f) Others	..	..	23 (2)	..	72 (6)	..	18 (1)	33 (1)	709 (3)	..	..	..	..	855 (13)
342. Non-ferrous (a) Metal extracting and refining	..	2,142 (3)	370 (12)	..	..	..	..	..	1,747 (7)	..	..	..	..	4,259 (22)
(b) Metal conversion ..	..	..	1,144 (9)	..	..	..	..	..	76 (1)	..	..	..	..	1,220 (10)
(c) Metal rolling	..	..	2,052 (35)	..	..	..	297 (19)	337 (14)	543 (4)	..	..	..	..	3,229 (72)
(d) Tube making and wire drawing	..	..	420 (31)	..	..	..	..	32 (2)	238 (2)	..	..	..	..	690 (35)
(e) Metal founding	..	..	1,288 (22)	..	429 (12)	22 (1)	..	124 (3)	74 (3)	..	..	..	..	1,937 (41)
(f) Others	..	..	579 (9)	..	1,324 (40)	..	27 (1)	2 (2)	..	..	..	..	..	1,957 (52)
Total ..	..	35,630 (18)	11,004 (203)	157 (1)	3,623 (92)	93 (4)	734 (36)	4,668 (103)	36,531 (144)	18 (1)	..	1,280 (35)	..	93,738 (637)

35. *Manufacture of metal products (except machinery and transport equipment)*														
350. Manufacture of metal products (except machinery and transport equipment)														
(*a*) Metal containers and steel trunks.	84 (2)	215 (9)	8,110 (167)	387 (9)	1,180 (52)	..	1,978 (67)	1,147 (32)	6,688 (75)	..	..	701 (23)	..	20,490 (436)
(*b*) Cutlery, locks etc.	..	173 (6)	439 (23)	..	509 (9)	..	87 (4)	44 (3)	435 (4)	..	..	96 (3)	..	1,783 (52)
(*c*) Bolts, nuts, nails, springs, chains etc.	..	78 (2)	915 (22)	..	38 (3)	..	564 (12)	35 (3)	4,381 (39)	..	..	168 (5)	..	6,179 (86)
(*d*) Metal galvanising, tinning, plating etc.	..	..	893 (42)	28 (1)	151 (7)	..	632 (24)	296 (17)	462 (2)	..	..	98 (2)	..	2,560 (95)
(*e*) Type founding	..	..	267 (10)	..	..	..	..	31 (2)	234 (6)	..	..	215 (7)	..	747 (25)
(*f*) Welding	..	..	113 (6)	..	..	..	..	42 (1)	108 (2)	..	..	41 (1)	..	304 (10)
(*g*) Safes and vaults ..	..	64 (2)	2,970 (18)	..	172 (5)	..	..	170 (4)	154 (3)	..	..	..	..	3,530 (32)
(*h*) Others	..	151 (4)	3,935 (95)	.. (1)	3,343 (81)	..	83 (8)	453 (19)	7,488 (189)	..	..	838 (20)	..	16,291 (417)
Total ..	84 (2)	681 (23)	17,642 (383)	415 (11)	5,393 (157)	..	3,344 (115)	2,218 (81)	19,950 (320)	..	..	2,157 (61)	..	51,884 (1,153)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
36. *Manufacture of machinery (except electrical machinery)*														
360. Manufacture of machinery														
(*a*) Hydraulic ventilating and pneumatic engineering.	..	..	318 (6)	..	..	..	20 (1)	.. (1)	317 (2)	..	..	..	..	655 (10)
(*b*) Prime movers and boilers ..	..	..	307 (3)	..	..	..	85 (4)	..	50 (1)	..	..	..	..	502 (8)
(*c*) Agricultural implements ..	..	844 (9)	1,828 (18)	..	1,720 (14)	.. (1)	3,862 (145)	691 (35)	419 (8)	..	..	167 (7)	..	9,531 (237)
(*d*) Machine tools, wood working machinery and other tools.	..	..	640 (18)	..	9 (1)	..	1,022 (66)	111 (4)	968 (14)	..	..	476 (21)	..	3,226 (124)
(*e*) Textile machinery and accessories.	..	..	1,938 (76)	..	815 (3)	..	258 (9)	..	3,303 (12)	..	..	..	..	6,314 (160)
(*f*) General and jobbing engineering.	1,104 (18)	7,118 (51)	10,832 (251)	948 (30)	6,586 (181)	150 (3)	1,060 (72)	3,261 (83)	13,190 (67)	35 (1)	..	1,189 (32)	..	45,473 (789)
(*g*) Others	..	..	2,050 (43)	160 (8)	290 (11)	..	24 (1)	198 (5)	3,583 (31)	..	..	..	..	6,305 (99)
Total ..	1,104 (18)	7,962 (60)	17,973 (415)	1,108 (38)	9,420 (210)	150 (4)	6,331 (298)	4,261 (129)	21,830 (135)	35 (1)	..	1,832 (60)	..	72,006 (1,367)

37. *Electrical machinery, apparatus, appliances and supplies*														
370. (*a*) Electrical machinery ..	..	..	969 (7)	..	..	..	..	..	531 (3)	..	..	..	..	1,500 (10)
(*b*) Telegraph and telephone workshops.	..	..	..	162 (1)	..	..	..	..	..	..	..	..	..	162 (1)
(*c*) Electric lamps (other than glass bulb making).	..	72 (1)	64 (2)	..	..	..	..	..	794 (5)	..	..	..	..	930 (8)
(*d*) Electric fans, radiators and other accessories.	..	..	501 (3)	..	..	..	435 (17)	.. (1)	4,356 (24)	..	..	529 (8)	..	5,821 (53)
(*e*) Storage batteries ..	..	..	1,256 (9)	..	..	..	..	..	2,127 (7)	..	..	33 (1)	..	3,416 (17)
(*f*) Radios and phonographs ..	..	112 (1)	417 (5)	..	..	..	38 (2)	..	1,407 (5)	..	..	..	..	1,974 (13)
(*f*) Insulated wires and cables	..	1,060 (1)	45 (2)	..	..	..	..	..	358 (2)	..	..	..	..	1,463 (5)
(*h*) General and jobbing engineering.	..	115 (1)	410 (10)	..	484 (15)	..	16 (1)	28 (1)	794 (5)	..	..	..	..	1,847 (33)
(*i*) Others	..	..	209 (7)	..	24 (2)	..	..	35 (1)	852 (6)	..	..	..	..	1,120 (16)
Total ..	..	1,359 (4)	3,871 (45)	162 (1)	508 (17)	..	489 (20)	63 (3)	11,219 (57)	..	..	562 (9)	..	18,233 (156)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
38. *Transport and transport equipment*														
381. Ship building														
(a) Ship building and repairing..	..	242 (1)	4,195 (9)	..	3,586 (2)	..	..	..	9,077 (17)	..	..	..	..	17,100 (29)
(b) Marine engine building and repairing.	..	..	359 (4)	..	..	..	..	..	..	..	..	..	..	359 (4)
382. Manufacture and repair of railroad equipment														
(a) Railway workshops ..	35 (1)	52 (1)	506 (2)	..	..	..	..	108 (1)	200 (1)	..	..	..	901 (6)	.. ..
(b) Tramway works ..	..	..	..	..	500 (1)	..	..	..	1,350 (1)	..	..	..	1,850 (2)	.. ..
383. Manufacture of motor vehicles.	..	..	3,087 (9)	..	..	..	..	..	1,003 (2)	..	..	..	4,090 (11)	..
384. Repair of motor vehicles and cycles.														
(a) Motor vehicles	436 (13)	823 (36)	2,790 (84)	720 (11)	7,546 (209)	63 (5)	231 (16)	1,100 (42)	3,754 (35)	10 (1)	..	..	..	17,473 (452)
(b) Cycles	..	..	20 (1)	..	..	..	..	102 (2)	..	..	..	..	..	122 (3)
385. Manufacture of bi-cycles ..	..	244 (1)	1,070 (1)	22 (1)	..	..	..	.. (1)	185 (1)	..	..	..	..	1,521 (5)
386. Aircraft	..	75 (2)	2,356 (5)	..	49 (2)	..	..	33 (1)	145 (2)	..	..	..	533 (1)	3,191 (13)
389. Manufacture of transport equipment not elsewhere classified														
(a) Coach building	..	..	374 (12)	..	1,799 (30)	..	271 (8)	..	436 (6)	..	..	..	1,024 (25)	3,904 (81)
(b) Others ..	..	..	40 (1)	..	..	..	11 (1)	..	2,469 (5)	..	..	..	..	2,520 (7)
Total ..	471 (14)	1,436 (41)	14,797 (128)	742 (12)	13,480 (244)	63 (5)	513 (25)	1,343 (47)	18,619 (70)	10 (1)	..	..	1,557 (26)	53,031 (613)

39 *Miscellaneous industries*														
391. Manufacture of professional scientific measuring and controlling instruments.	..	..	301 (6)	..	768 (8)	..	305 (10)	489 (16)	155 (5)	..	..	..	..	2,018 (45)
392. Manufacture of photographic and optical goods														
(*a*) Photographic and optical goods.	..	..	517 (16)	..	..	..	24 (3)	..	187 (5)	..	..	..	..	728 (24)
(*b*) Cinematograph film making, stripping, sorting and grading	..	..	722 (7)	..	.. (1)	..	..	.. (1)	..	..	..	..	..	722 (9)
393. Manufacture of watches and clocks.	..	93 (1)	84 (4)	..	..	..	..	..	..	..	..	..	..	177 (5)
394. Repair of watches and clocks	..	..	101 (2)	..	..	..	..	6 (1)	93 (1)	..	..	..	..	200 (4)
395. Manufacture of jewellery and related articles														
(*a*) Jewellery	..	..	393 (19)	..	1,203 (40)	10 (1)	..	79 (6)	145 (2)	..	..	..	..	1,830 (68)
396. Manufacture of musical instruments.	..	..	..	13 (1)	..	..	..	159 (1)	..	..	..	..	..	172 (2)
399. Manufacturing industries not elsewhere classified														
(*b*) Pencil making.	..	..	50 (2)	..	105 (1)	..	..	..	345 (4)	..	..	..	..	500 (7)
(*c*) Button making	..	428 (13)	144 (6)	..	289 (2)	..	142 (4)	47 (1)	..	25 (1)	..	..	..	1,075 (27)
(*d*) Brushes	..	..	336 (10)	..	52 (1)	..	..	80 (1)	20 (1)	..	..	..	..	488 (13)
(*e*) Games and sports	..	..	53 (2)	..	..	..	270 (10)	130 (4)	..	..	..	20 (1)	..	473 (17)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
(*f*) Manufacture of ice ..	..	122 (9)	144 (13)	37 (9)	66 (4)	68 (6)	405 (25)	1,047 (55)	190 (4)	41 (2)	..	263 (11)	..	2,383 (138)
(*g*) Forage presses	..	..	.. (1)	..	..	..	..	..	..	..	..	..	..	.. (1)
(*h*) Plastic articles	..	..	2,192 (43)	..	52 (2)	..	30 (1)	81 (2)	472 (12)	..	..	..	..	2,827 (60)
(*i*) Celluloid articles ..	..	..	94 (4)	..	..	..	..	..	59 (1)	..	..	..	..	153 (5)
(*j*) Signs and advertising displays	..	..	20 (1)	..	..	..	..	..	..	..	..	..	..	20 (1)
(*k*) Wrapping, packing, filling etc. of articles.	..	238 (5)	4,121 (34)	20 (1)	11 (1)	..	..	..	133 (1)	..	..	..	..	4,423 (42)
(*l*) Others	..	..	2,974 (111)	37 (4)	2,213 (77)	..	..	1,335 (30)	841 (15)	56 (3)	..	..	..	7,456 (240)
Total ..	..	881 (28)	12,246 (281)	107 (15)	4,759 (137)	78 (7)	1,176 (53)	3,453 (118)	2,540 (51)	122 (6)	..	283 (12)	..	25,645 (708)
51. *Electricity, gas and steam*														
511. Electric light and power	250 (9)	1,706 (19)	2,122 (44)	1,102 (21)	711 (11)	96 (5)	228 (12)	1,374 (19)	3,718 (34)	76 (2)	..	129 (1)	..	11,512 (177)
512. Gas manufacture and distribution.	..	..	1,019 (5)	..	153 (2)	..	51 (1)	193 (3)	1,467 (7)	..	..	34 (2)	..	2,917 (20)
Total ..	250 (9)	1,706 (19)	3,141 (49)	1,102 (21)	864 (13)	96 (5)	279 (13)	1,567 (22)	5,185 (41)	76 (2)	..	163 (3)	..	14,429 (197)

52. *Water and sanitary services*														
521. Water supply stations ..	..	104 (3)	79 (2)	..	..	..	..	..	..	..	..	..	..	183 (5)
522. Sanitary services (pumping and sewage).	..	129 (5)	102 (3)	..	..	..	..	..	..	..	..	..	..	231 (8)
Total	..	233 (8)	181 (5)	..	..	..	..	..	..	..	..	..	..	414 (13)
83. *Recreation services*														
831. Cinema studios ..	..	..	2,668 (28)	..	1,482 (13)	..	..	..	..	..	..	..	..	4,150 (41)
Total ..	..	..	2,668 (28)	..	1,482 (13)	..	..	..	..	..	..	..	..	4,150 (41)
84. *Personal services*														
846. (*a*) Laundries and laundry services.	..	..	369 (8)	..	115 (6)	..	..	..	360 (4)	..	..	..	..	844 (18)
Job dyeing, dry cleaning, etc. ..	..	50 (1)	86 (1)	..	10 (1)	61 (2)	..	..	75 (3)	..	..	96 (3)	..	378 (11)
Total ..	..	50 (1)	455 (9)	..	125 (7)	61 (2)	..	..	435 (7)	..	..	96 (3)	..	1,222 (29)
Total—Other Factories ..	58,848 (796)	1,57,483 (1,255)	6,91,061 (6,374)	84,873 (1,380)	3,45,271 (6,645)	12,918 (275)	43,785 (1,169)	1,75,174 (1,309)	5,75,349 (2,317)	8,717 (49)	287 (10)	31,650 (400)	98 (1)	21,85,514 (21,980)
Total—Government and Local Fund Factories.	2,414 (11)	18,305 (36)	77,180 (211)	15,183 (38)	19,676 (118)	1,521 (14)	6,628 (22)	57,521 (138)	66,345 (97)	7,880 (5)	96 (1)	8,618 (32)	1,399 (2)	2,82,756 (725)
Total—All Factories ..	61,262 (807)	1,75,788 (1,291)	7,68,241 (6,585)	1,00,056 (1,418)	3,64,947 (6,763)	14,439 (289)	50,413 (1,191)	2,32,695 (1,447)	6,41,694 (2,414)	16,597 (54)	383 (11)	40,268 (432)	1,497 (3)	24,68,280 (22,705)

IA.—EMPLOYMENT IN FACTORIES IN PART B AND PART C STATES IN 1949

Average Daily Number of Workers Employed

(Figures in brackets represent number of working factories)

Industry	Hyderabad	Jammu and Kashmir	Madhya Bharat	Mysore	Patiala and East Punjab States Union	Rajasthan	Saurashtra	Travancore-Cochin Union	Bhopal	Bilaspur	Himachal Pradesh	Kutch	Manipur	Tripura	Vindhya Pradesh	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
FACTORIES OWNED BY GOVERNMENT OR LOCAL BODIES																
Breweries and Distilleries.	209 (2)	..	122 (3)	..	..	..	..	..	..	..	..	..	..	..	..	331 (5)
Coach-Building and Motor Car Repairing.	..	..	20 (1)	305 (1)	..	94 (1)	..	375 (2)	..	..	..	57 (1)	..	.	..	851 (6)
Dockyards ..	..	..	..	.	..	..	..	596 (1)	..	..	..	..	..	..	..	596 (1)
Electrical Engineering	..	..	..	1,200 (1)	..	..	..	..	..	..	..	..	..	..	..	1,200 (1)
Electricity Generating and Transforming Stations.	1,304 (2)	..	10 (1)	90 (2)	..	171 (1)	164 (5)	..	..	..	..	..	..	..	..	1,739 (11)
General Engineering	314 (2)		103 (1)	..	..		..	300 (1)	..	..	..	..	..	..	..	717 (4)
Iron & Steel Smelting and Steel Rolling Mills.	..	..	..	4,782 (1)	..	..	..	..	..	..	..	..	..	..	..	4,782 (1)
Mints	597 (1)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	597 (1)

Printing Presses ..	1,015 (3)	150 (1)	190 (4)	638 (2)	30 (1)	(a) (1)	185 (3)	386 (2)	..	..	..	24 (1)	..	..	82 (2)	2,700 (20)
Railway Workshops	4,874 (6)	..	..	2,142 (4)	..	..	1,066 (3)	..	..	..	..	..	..	..	..	8,082 (13)
Saw Mills	..	..	..	57 (2)	..	..	..	..	..	..	..	..	..	..	..	57 (2)
Silk Mills (including Filatures).	..	55,149 (2)	..	1,828 (3)	..	..	..	..	..	..	..	..	..	..	..	56,977 (5)
Miscellaneous ..	439 (8)	(a) (1)	61 (1)	7,274 (8)	..	1,270 (5)	..	..	..	..	..	..	..	..	..	9,044 (23)
Total ..	8,752 (24)	55,299 (4)	506 (11)	8,316 (24)	30 (1)	1,535 (8)	1,415 (11)	1,657 (6)	..	..	..	81 (2)	..	..	82 (2)	87,673 (93)
ALL OTHER FACTORIES																
Textiles :— Cotton (Spinning, Weaving and other) Factories.	13,708 (9)	..	45,011 (23)	24,140 (56)	..	4,308 (6)	12,446 (20)	6,062 (11)	2,225 (1)	..	..	595 (1)	..	..	..	108,405 (127)
Hosiery ..	171 (4)	101 (3)	1,049 (15)	33 (1)	..	..	138 (5)	57 (2)	..	..	..	..	..	..	..	1,549 (30)
Silk Mills (including Filatures)	486 (7)	746 (10)	..	5,399 (48)	..	..	471 (4)	..	..	..	..	..	..	..	..	7,102 (69)
Woollen Mills, (including Carpet and Shawl Weaving Establishments).	..	4,829 (6)	40 (1)	771 (12)	20 (1)	45 (3)	..	..	..	..	..	..	..	..	..	5,705 (23)
Miscellaneous ..	67 (1)	564 (17)	75 (1)	108 (6)	..	..	..	..	..	..	..	..	..	..	..	904 (25)
Total ..	14,432 (21)	6,240 (36)	46,175 (40)	30,541 (123)	20 (1)	4,353 (9)	13,055 (29)	6,119 (13)	2,225 (1)	..	..	595 (1)	..	..	..	123,755 (274)

(a) Information not available.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Engineering																
Coach Building and Motor Car Repairing	70 (2)	..	97 (4)	650 (2)	..	..	192 (7)	1,323 (16)	..	..	..	..	..	..	..	2,332 (31)
Electrical Engineering.	..	..	..	170 (3)	70 (1)	..	161 (2)	..	..	..	..	..	..	..	..	401 (6)
Electricity Generating and Transforming Stations.	..	..	826 (22)	4,606 (6)	110 (2)	600 (10)	595 (12)	..	294 (1)	..	..	50 (6)	..	..	247 (8)	7,328 (67)
General Engineering.	362 (10)	..	1,451 (18)	2,692 (32)	30 (1)	80 (1)	494 (22)	425 (4)	..	..	..	..	..	..	..	5,534 (88)
Petroleum Kerosene Tinning and Packing Installations.	..	..	..	..	..	..	24 (2)	550 (4)	..	..	..	..	..	..	..	574 (6)
Metal Stamping ..	..	..	..	..	..	..	..	280 (1)	..	..	..	..	..	..	..	280 (1)
Ship Building and Engineering.	..	..	..	..	..	..	266 (3)	..	..	..	..	..	..	..	..	266 (3)
Steel, Trunk, Lock and Cutlery.	24 (1)	..	23 (1)	..	..	..	26 (1)	..	..	..	..	..	..	..	..	73 (3)
Miscellaneous ..	750 (8)	..	262 (10)	..	225 (6)	..	178 (5)	473 (8)	..	..	..	7 (1)	..	..	..	1,895 (38)
Total ..	1,206 (21)	..	2,659 (55)	8,118 (43)	435 (10)	680 (11)	1,936 (54)	3,051 (33)	294 (1)	..	..	57 (7)	..	..	247 (8)	18,683 (243)
Minerals and Metals																
Foundries ..	..	..	221 (5)	501 (5)	149 (6)	..	316 (10)	92 (2)	..	..	510 (1)	..	..	..	..	1,789 (29)
Iron and Steel Smelting and Steel Rolling Mills.	..	..	780 (5)	..	1,898 (35)	..	309 (4)	..	..	..	..	..	..	..	..	2,987 (44)
Mica Works ..	..	..	..	..	..	103 (6)	..	..	..	..	..	..	..	..	..	103 (6)
Miscellaneous ..	2,247 (18)	61 (3)	1,148 (30)	594 (29)	741 (16)	82 (2)	708 (18)	239 (4)	..	..	..	35 (1)	..	..	..	5,855 (121)
Total ..	2,247 (18)	61 (3)	2,149 (40)	1,095 (34)	2,788 (57)	185 (8)	1,333 (32)	331 (6)	..	..	510 (1)	35 (1)	..	..	..	10,734 (200)

Food, Drink and Tobacco																
Bakeries, Biscuit and Confectionery	197 (4)	..	45 (1)	..	349 (1)	..	..	..	..	..	..	..	..	..	..	591 (6)
Breweries and Distilleries.	83 (1)	..	278 (6)	..	535 (2)	437 (7)	..	54 (1)	..	..	223 (1)	16 (1)	..	..	173 (3)	1,799 (22)
Coffee	..	..	..	1,098 (8)	..	..	..	..	..	..	..	..	..	..	..	1,098 (8)
Dairy Produce ..	50 (1)	..	..	75 (1)	..	..	..	..	..	..	..	..	..	..	..	125 (2)
Flour Mills ..	134 (3)	24 (1)	..	37 (3)	460 (10)	(a) (1)	10 (1)	..	..	..	..	..	..	..	..	665 (19)
Ice and Aerated Waters.	143 (4)	41 (2)	223 (17)	..	100 (4)	..	..	..	..	..	..	..	..	..	..	507 (27)
Rice Mills ..	3,159 (80)	..	133 (10)	528 (33)	..	(a) (3)	24 (2)	283 (11)	..	..	..	..	..	..	93 (4)	4,220 (143)
Sugar ..	1,052 (4)	..	3,701 (8)	1,957 (2)	1,300 (2)	1,000 (3)	..	213 (1)	538 (1)	..	..	..	..	..	..	9,761 (21)
Tea ..	288 (1)	..	..	1,685 (5)	..	..	..	4,540 (84)	..	..	..	..	..	..	..	6,513 (90)
Tobacco	5,306 (30)	..	2,007 (24)	9,325 (45)	..	(a) (4)	14 (1)	..	..	..	..	..	..	..	1,338 (19)	17,990 (123)
Water Pumping Stations.	..	..	32 (1)	311 (3)	..	..	15 (1)	..	..	..	..	..	..	..	..	358 (5)
Miscellaneous ..	95 (4)	..	853 (42)	265 (2)	30 (1)	20 (3)	233 (2)	37,184 (114)	..	..	..	747 (1)	..	..	..	39,427 (169)
Total ..	10,507 (132)	65 (3)	7,272 (109)	15,281 (102)	2,774 (20)	1,457 (21)	296 (7)	42,274 (211)	538 (1)	..	223 (2)	763 (1)	..	..	1,604 (26)	83,054 (635)

(a) Information not available.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Chemicals, Dyes etc.																
Bone and Manures ..	34 (1)	..	..	..	..	34 (1)	125 (1)	..	..	..	..	..	..	..	..	193 (3)
Chemicals ..	394 (6)	120 (1)	351 (6)	448 (5)	210 (2)	..	2,527 (14)	..	..	..	..	..	..	..	..	4,050 (34)
Dyeing and Bleaching	..	..	154 (4)	..	..	..	..	..	..	..	..	..	..	..	..	154 (4)
Lac Factories ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	130 (1)	130 (1)
Matches	615 (14)	65 (1)	80 (1)	138 (1)	..	(a) (1)	1,093 (6)	424 (9)	141 (1)	..	..	54 (1)	..	..	27 (1)	2,637 (36)
Oil Mills	2,532 (55)	40 (2)	2,831 (108)	847 (21)	285 (7)	160 (8)	2,708 (77)	3,024 (34)	..	..	..	70 (1)	..	..	81 (4)	12,578 (317)
Paints	..	..	..	..	..	..	..	..	..	..	..	..	..	..		..
Soaps	23 (1)	21 (1)	112 (2)	334 (16)	..	..	38 (3)	..	..	..	..	..	..	..	..	528 (23)
Turpentine and Rosin	..	60 (1)	..	..	..	..	..	..	..	..	42 (1)	..	..	..	..	102 (2)
Miscellaneous	..	..	828 (14)	570 (12)	..	..	1,174 (7)	1,061 (12)	42 (1)	..	..	..	..	..	..	4,575 (46)
Total ..	3,598 (77)	306 (6)	4,356 (135)	2,337 (55)	495 (9)	194 (10)	7,665 (108)	5,409 (55)	183 (2)	..	42 (1)	124 (2)	..	..	238 (6)	24,947 (466)
Paper and Printing																
Paper Mills ..	1,434 (1)	..	12 (1)	1,008 (1)	..	..	..	848 (1)	..	..	..	..	..	..	..	3,302 (4)
Printing, Book-binding, etc.	410 (13)	21 (1)	681 (18)	665 (14)	..	20 (7)	331 (15)	628 (13)	..	..	..	..	..	..	13 (1)	2,769 (82)
Miscellaneous ..	100 (1)	..	140 (2)	..	..	..	..	..	262 (1)	..	..	..	..	..	..	502 (4)
Total ..	1,944 (15)	21 (1)	833 (21)	1,673 (15)	..	20 (7)	331 (15)	1,476 (14)	262 (1)	..	..	..	..	..	13 (1)	6,573 (90)

Wood Stone and Glass																
Bricks and Tiles	20 (1)	..	154 (3)	1,056 (17)	..	..	10 (1)	3,904 (60)	..	..	..	..	..	..	119 (5)	5,263 (87)
Carpentry and Cabinet Making.	108 (3)	30 (1)	230 (6)	513 (7)	..	..	28 (1)	616 (10)	..	..	..	..	..	..	..	1,525 (28)
Cement, Lime and Potteries	3,832 (7)	..	1,564 (3)	35 (1)	1,848 (2)	3,138 (2)	2,699 (9)	699 (3)	..	..	..	..	..	..	2,104 (17)	15,919 (44)
Glass	1,575 (2)	..	100 (3)	400 (1)	150 (1)	..	127 (1)	293 (1)	..	..	..	..	..	..	..	2,744 (9)
Saw Mills	85 (2)	..	6 (1)	142 (8)	..	..	438 (13)	977 (9)	..	..	..	..	..	..	73 (1)	1,721 (34)
Stone Dressing ..	867 (4)	..	..	15 (1)	..	63 (2)	220 (9)	..	..	..	..	..	..	..	..	1,165 (16)
Miscellaneous ..	289 (6)	87 (2)	84 (4)	802 (10)	..	..	..	362 (10)	..	..	..	..	..	..	..	1,624 (32)
Total ..	6,776 (25)	117 (3)	2,237 (20)	2,063 (45)	998 (3)	3,201 (4)	3,522 (34)	6,851 (93)	..	..	..	..	..	..	2,296 (23)	29,961 (250)
Skins and Hides																
Leather and Shoes ..	36 (1)	..	112 (1)	..	..	..	..	..	..	..	..	..	..	..	..	148 (2)
Tanneries	649 (23)	..	..	1,664 (33)	..	..	..	..	..	..	..	..	..	..	..	2,313 (56)
Total ..	685 (24)	..	112 (1)	1,664 (33)	..	..	..	..	..	..	..	..	..	..	..	2,461 (58)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Gins and Presses																
Cotton Ginning and Baling.	13,015 (192)	..	15,178 (343)	680 (17)	4,071 (63)	1,067 (22)	4,586 (62)	..	..	..	..	154 (3)	..	..	..	38,751 (702)
Jute Presses ..	..	..	..	..	..	..	278 (6)	..	..	..	..	..	..	..	..	278 (6)
Miscellaneous ..	..	..	..	..	..	..	358 (11)	..	..	..	..	..	..	..	..	358 (11)
Total ..	13,015 (192)	..	15,178 (343)	680 (17)	4,071 (63)	1,067 (22)	5,222 (79)	..	..	..	..	154 (3)	..	..	..	39,387 (719)
Miscellaneous																
Rope Works ..	..	..	..	..	..	..	..	8,841 (77)	..	..	..	..	..	..	..	8,841 (77)
Rubber Goods ..	..	..	..	..	36 (1)	(a) (1)	216 (2)	667 (19)	..	..	..	..	..	..	..	919 (23)
Miscellaneous ..	(a) (33)	..	474 (16)	2,212 (15)	190 (3)	(a) (1)	482 (22)	1,048 (9)	..	..	..	..	..	..	..	4,406 (90)
Total ..	(a) (33)	..	474 (16)	2,212 (15)	226 (4)	(a) (2)	698 (24)	10,556 (105)	..	..	..	..	..	..	..	14,166 (199)
Total All Other Factories.	54,410 (558)	6,810 (52)	81,445 (780)	66,564 (482)	12,807 (167)	11,157 (94)	34,058 (382)	76,067 (530)	3,502 (6)	..	775 (3)	1,728 (16)	..	..	4,398 (64)	353,721 (3,134)
Grand Total ..	63,162 (582)	62,109 (56)	81,951 (791)	84,880 (506)	12,837 (168)	12,692 (102)	35,473 (393)	77,724 (536)	3,502 (6)	..	775 (3)	1,809 (18)	..	..	4,480 (66)	441,394 (3,227)

(a) Information not available.

II. EMPLOYMENT IN MINES IN 1950

Mineral produced and State	No. of working mines	Average daily number of persons employed					
		Under-ground	Open-workings		Surface		Total
		Men	Men	Women	Men	Women	
1	2	3	4	5	6	7	8
COAL							
Assam	12	2,167	312	4	1,090	178	3,751
Bihar	586	81,699	20,295	12,570	52,451	26,202	1,93,217
Madhya Pradesh	55	17,498	836	650	7,965	3,084	30,033
Orissa	5	3,977	..	..	1,676	266	5,919
West Bengal	220	51,830	4,109	1,157	23,287	11,275	91,658
Hyderabad	4	10,133	..	..	5,580	1,105	16,818
Rajasthan	1	52	..	..	67	15	134
Kutch	1	..	4	1	..	..	5
Vindhya Pradesh	7	4,605	289	171	2,577	712	8,354
Total ..	891	1,71,961	25,845	14,553	94,693	42,837	3,49.889
ASBESTOS							
Bombay	1	..	27	37	1	..	65
Bihar	2	..	26	29	..	..	55
Madras	7	113	..	160	13	..	286
Total ..	10	113	53	226	14	..	406
BARYTES							
Madras	7	13	123	57	26	74	293
BAUXITE							
Bihar	1	..	80	24	92	16	212
Madhya Pradesh	7	..	452	831	18	24	1,325
Total ..	8	..	532	855	110	40	1,537
BERYL							
Ajmer	8	14	60	29	7	3	122
CALCITE							
Madras	1	..	28	..	3	11	42
CHINA CLAY							
Bihar	14	..	645	867	526	342	2,380
Madhya Pradesh	1	..	2	1	1	..	4
Orissa	3	..	107	156	47	19	329
Delhi	2	10	3	1	23	14	51
Total ..	20	10	757	1,025	597	375	2,764

1	2	3	4	5	6	7	8
CHROMITE							
Bihar	5	104	137	155	65	35	496
Madras	2	136	37	3	109	..	285
Orissa	2	..	34	40	37	35	146
Total ..	9	240	208	198	211	70	927
COPPER							
Bihar	4	2,225	..	..	1,222	208	3,655
DIAMOND							
Vindhya Pradesh ..	2	151	1,253	602	16	1	2,023
EMERALD							
Ajmer	5	..	70	63	29	..	162
FELSPER							
Madhya Pradesh	1	..	5	10	3	..	18
Ajmer	1	..	6	..	..	..	6
Total ..	2	..	11	10	3	..	24
FIRE CLAY							
West Bengal	8	32	78	6	31	16	163
Bihar	4	14	145	67	78	38	342
Madhya Pradesh	7	44	214	249	48	33	588
Orissa	1	..	36	20	66	52	174
Total ..	20	90	473	342	223	139	1,267
GOLD							
Madras	1	29	..	..	44	..	73
GRAPHITE							
Madhya Pradesh ..	3	8	4	15	5	10	42
Orissa	5	..	100	46	14	..	160
Total ..	8	8	104	61	19	10	202
GRAVAL							
Bihar	1	..	70	4	..	..	74
GYPSUM							
Madras	7	..	664	364	84	26	1,138
KYANITE							
Bihar	4	..	588	259	59	33	939

1	2	3	4	5	6	7	8
LIMESTONE							
Bihar	19	..	3,002	1,480	862	132	5,476
Madhya Pradesh	23	..	3,533	3,627	890	348	8,398
Madras	4	..	693	617	118	2	1,430
Total ..	46	..	7,228	5,724	1,870	482	15,304
MAGNESITE							
Madras	4	..	1,224	554	41	..	1,819
MANGANESE							
Bihar	6	16	198	146	62	80	502
Bombay	3	..	937	481	598	229	2,245
Madhya Pradesh	128	337	10,716	10,028	2,046	1,567	24,694
Madras	12	..	1,181	766	123	26	2,096
Orissa	35	..	1,272	1,315	1,433	1,395	5,415
Total ..	184	353	14,304	12,736	4,262	3,297	34,952
MICA							
Bihar	562	12,263	4,939	32	3,518	553	21,305
Madhya Pradesh	1	..	2	2	1	..	5
Madras	121	2,299	1,426	1,302	1,214	1,486	7,727
Ajmer	66	501	889	274	277	32	1,073
Total ..	750	15,063	7,256	1,610	5,010	2,071	31,010
OCHRE							
Madhya Pradesh	1	..	..	..	..	5	5
Madras	1	..	12	..	..	..	12
Total ..	2	..	12	..	..	5	17
SILICA							
Bihar	1	..	35	25	24	14	98
SLATE							
Bihar	12	..	80	38	..	..	118
Punjab	7	..	483	..	17	..	500
Total ..	19	..	563	38	17	..	618
STEATITE							
Bihar	5	..	183	67	23	9	282
Madhya Pradesh	2	44	62	46	57	..	209
Madras	8	6	3	5	..	6	20
Total ..	15	50	248	118	80	15	511

1	2	3	4	5	6	7	8
IRON ORE							
Bihar	11	..	3,602	1,881	2,213	929	8,628
Madhya Pradesh	1	..	13	..	1	..	14
Orissa	10	..	3,035	2,246	2,453	1,003	8,737
Total ..	22	..	6,650	4,130	4,667	1,932	17,379
STONE							
Bihar	29	..	1,161	279	602	173	2,215
Bombay	5	..	175	91	79	32	377
Madras	4	..	323	312	90	15	740
Uttar Pradesh	6	..	378	103	204	246	931
West Bengal	2	..	83	5	141	24	253
Total ..	46	..	2,120	790	1,116	490	4,516

Summary

1	2	3	4	5	6	7	8
ALL MINERALS							
Assam	12	2,167	312	4	1,090	178	3,751
Bihar	1,266	96,321	35,186	17,926	61,797	28,764	2,39,094
Bombay	9	..	1,139	609	678	261	2,687
Madhya Pradesh	230	17,931	15,839	15,459	11,035	5,071	65,335
Madras	179	2,596	5,714	4,140	1,865	1,646	15,961
Orissa	49	3,977	4,584	3,823	5,726	2,770	20,880
Punjab	7	..	483	..	17	..	500
Uttar Pradesh	6	..	378	103	204	246	931
West Bengal	230	51,862	4,270	1,168	23,459	11,315	92,074
Hyderabad	4	10,133	..	..	5,580	1,105	16,818
Rajasthan	1	52	..	..	67	15	134
Ajmer	80	515	1,034	366	313	35	2,263
Delhi	2	10	3	1	23	14	51
Kutch	1	..	4	1	..	..	5
Vindhya Pradesh	9	4,756	1,542	773	2,593	713	10,377
Total ..	2,085	1,90,320	70,488	44,373	1,14,447	52,133	4,71,761

II. A—EMPLOYMENT IN MINES IN CERTAIN PART B AND PART C STATES IN 1949

Average daily number of workers employed

Mineral	Hyderabad	Kashmir	Madhya Bharat	Mysore	Rajasthan	Travancore	Vindhya Pradesh	Total
1	2	3	4	5	6	7	8	9
Coal	16,693	90	..	..	265	..	8,509	25,557
Chromite ..	..	..	..	343	..	..	..	343
Gold	590	..	..	23,891	..	..	..	24,481
Ilmenite	..	..	..	..	..	1,527	..	1,527
Iron Ore ..	..	..	..	368	..	..	..	368
Magnesite ..	..	..	..	418	..	..	..	418
Manganese ..	..	..	70	215	385	..	..	670
Mica	..	..	149	95	838	26	..	1,108
Total ..	17,283	90	219	25,330	1,488	1,553	8,509	54,472

III. EMPLOYMENT IN PLANTATIONS IN 1949

			Average daily number of persons employed			
	No. of estates	Total area (acres)	Garden Labour	Outside labour		Total
			Permanent	Permanent	Temporary	
1	2	3	4	5	6	7
Tea						
Assam	1,000	14,72,761	4,38,156	32,027	28,130	4,98,313
Bihar	8	13,452	1,693	435	656	2,784
Madras	2,173	1,99,828	79,588	5,679	6,492	91,759
Punjab	2,586	9,775	560	1,186	4,620	6,366
Uttar Pradesh ..	41	22,703	1,424	356	617	2,397
West Bengal	321	4,61,451	2,73,001	9,765	6,930	2,89,696
Mysore	8	14,688	2,498	1,588	1,147	5,233
Travancore Cochin ..	230	1,58,975	77,425	1,295	2,088	80,808
Coorg	1	1,226	490	..	..	490
Himachal Pradesh ..	328	1,046	4	49	122	175
Tripura	55	36,529	5,935	800	860	7,595
Total ..	6,751	23,92,434	8,80,774	53,180	51,662	9,85,616
Coffee						
Madras	1,834	1,50,823	31,905	16,526	24,747	73,178
Orissa	3	16	26	..	..	26
Mysore	4,370	1,37,966	34,834	12,231	30,819	77,884
Travancore-Cochin ..	53	19,745	2,128	289	175	2,592
Coorg	3,958	77,475	14,029	3,507	6,081	23,617
Total ..	10,218	3,86,025	82,922	32,553	61,822	1,77,297
Rubber						
Madras	139	57,419	3,824	1,863	2,722	8,409
Mysore	9	3,035	34	288	875	1,197
Travancore	15,290	1,65,448	19,265	7,257	11,141	37,663
Coorg	5	5,202	760	..	22	782
Total ..	15,443	2,31,104	23,883	9,408	14,760	48,051
Grand Total ..	32,412	30,09,563	9,87,579	95,141	1,28,244	12,10,964

TABLE IV

EMPLOYMENT, HOURS AND WAGES IN CERTAIN INDUSTRIES COVERED BY THE CENSUS OF MANUFACTURING INDUSTRIES, 1950

Industry	No. of factories		Average daily number of persons employed			Total No. of man-hours worked	Wages and salaries paid				Average number of days worked *during the* year
	On *registers*	Submitting returns	Total	Wage earners	Salaried employees		Total	Wages	Salaries	Non-cash benefits	
1	2	3	4	5	6	7	8	9	10	11	12
							Rs.	Rs.	Rs.	Rs.	
Wheat flour	95	71	5,378	4,291	1,087	94,39,947	57,20,857	37,33,139	18,41,294	1,46,424	250
Rice milling	1,424	1,365	49,132	40,078	9,054	5,68,57,039	1,76,12,240	1,06,54,995	58,38,813	11,18,432	165
Biscuit making (including bakeries and *confectioneries*).	79	75	6,415	5,376	1,039	1,21,06,179	57,73,371	38,12,850	16,81,606	2,78,915	268
Fruit and vegetable processing.	25	21	1,749	1,531	218	39,03,320	14,63,984	9,63,848	4,72,959	27,177	268
Sugar	418	291	96,796	77,782	19,014	12,50,63,944	7,12,37,262	4,91,10,955	1,90,72,802	24,53,565	101
Distilleries and breweries	45	41	4,550	3,735	815	86,64,309	50,24,234	30,78,951	18,22,879	1,22,404	230
Starch	27	22	1,036	888	148	17,60,507	8,09,103	5,33,377	2,63,948	11,778	242
Vegetable oils ..	1,090	979	51,019	41,244	9,775	7,31,65,178	3,50,78,183	2,18,36,395	1,24,13,458	18,28,330	196
Paints and varnishes ..	43	39	4,582	3,572	1,010	84,56,762	64,85,221	35,48,401	27,88,730	1,48,090	286
Soap	57	48	5,471	4,642	829	1,05,11,289	84,59,075	53,34,121	25,25,115	5,99,839	283
Tanning	94	81	8,331	7,269	1,062	1,72,51,864	67,39,795	51,86,936	15,19,380	33,479	306

1	2	3	4	5	6	7	8	9	10	11	12
Cement	15	14	14,580	12,708	1,872	3,57,42,237	1,64,01,647	1,17,52,584	36,42,702	10,06,361	355
Glass and glass ware ..	151	117	21,389	19,808	1,581	4,44,88,635	1,43,15,700	1,16,07,236	24,56,725	1,91,739	250
Ceramics	62	53	17,370	15,336	2,034	3,68,55,892	1,53,44,220	1,14,20,952	32,82,639	6,40,629	280
Plywood and tea chests	38	32	3,385	2,782	603	62,94,254	28,79,524	16,61,073	9,76,275	2,40,576	260
Paper and paper board	41	37	21,568	19,350	2,218	5,18,41,306	2,42,35,838	1,78,35,743	53,26,698	10,73,397	280
Matches	56	46	12,450	11,075	1,375	2,41,38,641	1,65,40,735	1,11,95,582	35,30,704	18,08,449	247
Cotton textiles ..	588	517	5,97,626	5,57,911	39,715	1,21,58,15,103	71,13,66,077	61,41,42,267	9,07,32,936	64.90,874	265
Woollen textiles ..	54	39	15,065	13,460	1,605	3,08,19,083	1,68,50,687	1,22,85,214	40,82,080	3,83,393	285
Jute textiles	108	107	3,06,935	2,93,948	12,987	82,78,72,918	25,50,88,036	22,61,43,784	2,58,30,697	37,13,555	252
Chemicals	244	233	33,525	26,247	7,278	6,21,87,376	4,10,62,973	2,44,06,172	1,53,05,800	13,51,001	274
Aluminium, copper and brass.	265	232	24,852	21,340	3,512	5,02,84,120	2,71,94,646	2,00,74,378	65,66,250	5,54,018	274
Iron and steel ..	155	140	76,681	62,273	14,408	15,92,62,842	13,59,58,316	9,24,02.107	3,82,52,273	53,04,026	252
Bicycles	22	22	2,790	2,384	406	56,65,338	41,04,652	30,95,245	9,25,394	84,013	275
Sewing machines ..	6	6	2,089	1,780	309	41,16,837	36,99,726	28,27,775	6,29,739	2,42,212	303
Electric lamps ..	8	8	1,604	1,344	260	30,66,073	20,90,316	12,26,152	7,84,505	79,659	285
Electric fans	40	30	5,698	4,649	1,049	99,36,469	62,30,147	38,99,945	20,33.997	3,05,205	278
General and electrical engineering.	1,848	1,657	1,44,366	1,23,698	20,668	28,70,80,465	16,49.96,067	11,80,99,809	3,44,45,927	34,44.340	259

TABLE V

AVERAGE ANNUAL EARNINGS OF FACTORY WORKERS, 1950

Code No.	Industry	Assam	Bihar	Bombay	Madras	Madhya Pradesh	Orissa	Punjab	Uttar Pradesh	West Bengal	Ajmer	Coorg	Delhi	All States
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
01	Processes allied to agriculture (gins and presses).	259·0	..	101·2	256·2	108·0	..	300·1	377·5	730·5	172·9	..	..	157·2
20	Food except beverages	267·2	555·2	525·0	314·9	314·3	248·8	702·0	742·5	453·7	796·2	323·6	832·6	456·2
21	Beverages	477·5	682·4	1,010·0	1,229·8	574·0	432·0	587·5	947·4	938·0	..	..	518·6	893·1
22	Tobacco	..	1,220·2	585·4	241·1	368·7	283·8	..	1,100·7	1,060·7	380·4	..	..	421·8
	Groups 01 to 22 (Mainly seasonal)	268·0	637·8	350·2	289·7	204·4	267·0	519·3	757·3	503·5	215·7	323·6	798·4	420·2
23	Textiles	373·0	729·2	1,189·3	626·8	1,072·4	547·8	730·0	998·0	801·5	658·4	..	1,102·9	971·6
24	Footwear, other wearing apparel and made-up textile goods.	..	1,429·8	914·3	460·8	..	..	..	968·1	661·7	..	..	587·2	862·0
25	Wood and cork except furniture ..	655·4	336·1	766·1	427·2	507·2	446·2	610·3	762·9	1,377·7	..	..	778·2	758·8
26	Furniture and fixtures	..	555·9	1,073·2	422·2	137·1	..	555·2	577·0	667·9	..	..	835·4	667·0
27	Paper and paper products ..	..	914·7	871·0	522·6	..	1,056·2	903·5	940·9	904·1	..	..	626·1	910·0
28	Printing, publishing and allied industries	862·0	961·9	1,169·5	570·4	678·5	732·9	1,373·9	861·0	1,083·2	456·1	..	1,023·8	925·9
29	Leather and leather products (except footwear).	..	2,155·0	812·4	517·8	..	316·3	814·5	848·9	586·3	..	..	..	641·3
30	Rubber and rubber products	..	..	1,196·8	655·4	418·6	..	521·3	583·8	1,198·5	..	251·9	826·2	1,164·6

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
31	Chemicals and chemical products	1,162·0	560·0	1,138·8	475·6	297·1	394·3	616·1	901·9	912·6	..	..	1,140·8	871·5
32	Products of petroleum and coal ..	1,421·5	1,041·8	460·8	353·7	952·1	..	631·4	..	1,191·1	..	..	1,199·7	1,047·0
33	Non-metallic mineral products (except products of petroleum and coal).	439·8	982·3	671·1	499·7	637·2	434·1	373·4	610·7	717·1	..	..	667·8	729·2
34	Basic metal industries	..	1,626·9	950·1	567·4	541·3	532·0	1,235·7	766·2	864·7	618·8	..	918·1	1,175·7
35	Manufacture of metal products (except machinery and transport equipment).	713·2	440·5	995·6	290·8	644·7	431·3	744·0	751·1	916·7	..	..	748·0	799·0
36	Manufacture of machinery (except electrical machinery).	949·8	1,038·9	1,485·2	592·6	1,004·0	470·3	783·5	630·3	1,004·0	609·7	..	830·5	1,000·8
37	Electrical machinery, apparatus, appliances and supplies).	..	1,241·2	1,367·4	579·4	1,006·4	..	1,501·2	791·4	1,210·6	..	..	1,127·5	1,195·8
38	Transport equipment	1,127·9	868·7	1,487·2	779·1	923·0	666·9	770·4	1,040·6	855·9	1,222·3	..	1,491·5	1,052·4
39	Miscellaneous industries	..	199·4	1,008·5	508·3	436·9	758·4	827·7	983·3	1,256·1	794·1	..	1,222·1	1,016·3
51	Electricity, gas and steam	866·5	1,082·4	1,505·7	852·1	911·5	818·0	879·9	1,277·6	1,176·0	1,232·4	..	1,159·1	1,185·1
52	Water and sanitary services ..	..	11,88·3	1,047·9	578·2	732·9	..	1,025·9	849·6	922·7	..	..	1,053·1	970·5
83	Recreation services (Cinema studios)	..	..	1,083·3	800·4	..	..	..	..	..	..	..	..	980·0
84	Personal services (Laundries and laundry services, dying and cleaning).	..	256·1	850·6	507·5	..	570·6	..	..	786·4	..	..	1,527·6	799·1
	Groups 23 to 84 (Mainly perennial) ..	1,018·6	1,196·9	1,172·1	591·2	936·8	680·6	771·3	933·0	877·5	660·0	251·9	1,061·6	964·2
	All Industries	359·6	1,056·9	1,073·0	480·8	682·9	456·6	734·6	880·1	844·8	536·3	317·8	1,058·2	850·3

TABLE VI

DISTRIBUTION OF FACTORIES ACCORDING TO NUMBER OF DAYS WORKED DURING THE YEAR AND THE AVERAGE DAILY EMPLOYMENT THEREIN, 1950

A—No. of Factories.

B—Average daily employment.

State	60 days or less		More than 60 but not more than 120 days		More than 120 but not more than 180 days		More than 180 but not more than 240 days		More than 240 but not more than 300 days		More than 300 days		Total	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Assam ..	4	32	14	436	98	7,688	374	32,566	149	10,262	137	10,278	776	61,262
Bihar ..	64	2,241	148	14,675	318	24,328	279	17,726	235	36,316	247	81,502	1,291	1,75,788
Bombay ..	585	26,349	537	26,096	392	15,482	310	24,596	1,470	3,60,342	2,262	3,15,376	5,556	7,68,241
Madhya Pradesh	173	10,429	123	7,842	128	7,153	166	5,433	249	28,386	229	40,813	1,068	1,00,056
Madras ..	341	10,787	464	20,946	552	26,540	409	25,808	1,616	1,72,040	1,984	1,02,826	5,366	3,64,947
Orissa ..	13	260	9	288	25	949	34	1,323	80	4,768	75	6,851	236	14,439
Punjab ..	89	2,572	77	2,995	89	2,388	75	1,653	326	20,176	415	20,629	1,071	50,413
Uttar Pradesh	35	1,919	68	18,174	103	12,541	91	10,824	539	1,40,960	417	48,277	1,253	2,32,695
West Bengal ..	56	2,408	72	11,811	169	14,956	330	69,751	1,248	4,54,518	539	88,250	2,414	6,41,694
Ajmer ..	7	368	8	1,226	1	8	2	50	18	8,560	18	6,395	54	16,597
Coorg ..	..	..	..	..	2	13	2	12	3	228	3	6	10	287
Delhi ..	5	332	6	183	7	178	20	813	212	21,465	181	17,293	431	40,294
Andaman & Nicobar Islands.	..	..	..	..	..	..	..	..	2	197	1	1,300	3	1,497
Total ..	1,372	57,687	1,526	1,10,672	1,884	1,12,224	2,092	1,90,555	6,147	12,57,210	6,508	7,39,826	19,529	24,68,180

I.—COST OF LIVING INDICES

WORKING CLASS COST OF LIVING INDEX NUMBERS

Base : August, 1939=100

	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
Ahmedabad(1)	107	108	119	156	282	290	272	286	300	333	339	351	357
Bombay City(2)	103	107	118	150	219	226	224	246	265	288	292	298	314
Calcutta(3)	108(a)	106	115	144	289	279	284	275	309	339	348	349	370
Kanpur(3)	105	111	123	181	306	314	308	328	378	471	478	434	451
Madras City(4)	106	109	114	136	180	207	228	240	277	315	330	332	341
Nagpur(3)	104	110	119	165	299	267	259	285	320	372	377	372	391

Source :—State Governments.

(*a*) Average of last three months.

(1) Original base : Year ending July, 1927 = 100

(2) Original base : Year ending June, 1934 = 100

(3) Original base : August, 1939 = 100

(4) Original base : Year ending June, 1936 = 100

II.—FOOD INDEX NUMBERS

Base : August, 1939=100

	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
Ahmedabad(1)	109	111	120	169	325	326	303	337	360	374	392	420	414
Bombay City(2)	105	112	125	161	225	235	242	283	307	311	327	340	356
Calcutta(3)	109(*a*)	109	120	156	362	338	355	360	428	451	474	474	485
Kanpur(3)	106	112	122	181	319	331	326	364	424	514	538	471	494
Madras City(4)	109	114	117	151	218	257	274	293	324	360	382	380	383
Nagpur(3)	103	106	117	163	299	263	251	282	320	379	384	382	397

Source :—State Governments.

(*a*) Average of last three months.

(1) Original base : Year ending July, 1927 = 100

(2) Original base : Year ending June, 1934 = 100

(3) Original base : August, 1939 = 100

(4) Original base : Year ending June, 1936 = 100

III.—LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (ALL ITEMS)

Base: January to December, 1944=100

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Monghyr and Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jabalpur	Khargpur	Mercara*
1945—*Average* ..	103	110	100	97	99	105	102	101	90	92	94	105	98	95	97	..
1946—*Average* ..	108	118	103	122	131	132	106	111	86	96	83	119	107	101	100	..
1947—*Average* ..	122	152	123	130	158	153	117	126	97	110	93	142	139	123	111	..
1948—*Average* ..	132	161	136	153	171	166	134	145	117	132	109	168	156	146	132	..
1949—*Average* ..	132	161	138	159	170	171	147	154	128	138	110	164	168	151	137	111
1950—*Average* ..	132	168	145	182	185	193	163	162	126	146	114	165	162	153	137	116
1951—*Average* ..	142	178	160	184	197	188	181	190	141	159	124	167	165	168	136	118
January ..	134	171	158	176	198	192	164	189	127	141	109	169	162	171	133	115
February ..	138	176	157	176	195	194	165	188	120	140	109	165	164	169	133	115
March ..	138	174	157	185	198	200	165	188	130	147	121	168	164	166	135	117
April ..	139	173	159	187	199	179	166	192	140	152	121	166	163	166	134	118
May ..	140	176	158	190	109	180	172	192	141	158	131	165	163	166	135	117
June ..	144	178	158	190	199	181	190	194	138	171	131	168	165	169	136	119
July ..	145	182	155	185	198	181	195	195	140	168	131	171	161	173	138	120
August ..	146	181	161	183	198	188	202	199	143	167	131	167	162	171	139	120
September	144	179	161	185	201	187	196	186	150	172	128	166	161	170	138	119
October ..	144	181	165	182	196	192	185	189	145	168	127	168	165	171	140	119
November ..	147	182	168	182	195	191	189	190	155	163	127	168	171	165	136	121
December ..	144	181	166	181	186	185	183	183	150	157	127	166	174	158	135	122

*Interim series for plantation workers on base July to December, 1948=100

IV.—LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)

Base: January to December, 1944=100

(A) Food

1	Delhi 2	Ajmer 3	Jamshedpur 4	Jharia 5	Dehri-on-Sone 6	Monghyr and Jamalpur 7	Cuttack 8	Berhampur 9	Gauhati 10	Silchar 11	Tinsukia 12	Ludhiana 13	Akola 14	Jabalpur 15	Kharagpur 16	Mercara* 17
1945—*Average* ..	103	105	102	98	99	107	98	98	89	89	94	106	99	90	97	..
	108	111	106	128	140	143	105	107	85	94	86	125	116	98	102	..
1947—*Average* ..	124	147	130	145	173	170	120	123	100	111	98	149	164	121	116	..
1948—*Average* ..	125	155	138	151	180	178	137	151	124	130	114	183	175	149	135	..
1949—*Average* ..	126	159	139	159	180	180	153	166	129	141	113	177	193	152	142	112
1950—*Average* ..	126	172	145	189	200	216	171	174	128	152	116	175	190	152	142	118
1951—*Average* ..	140	179	162	190	212	206	194	204	148	167	126	176	188	176	138	114
January ..	131	173	157	181	216	215	173	205	125	143	112	179	186	186	133	113
February ..	136	180	158	182	211	218	173	202	128	141	111	176	187	183	133	111
March ..	137	176	159	191	215	220	172	202	144	161	126	181	186	175	135	113
April ..	138	175	162	193	216	196	174	206	145	158	127	174	183	174	134	113
May ..	138	179	161	196	216	198	182	208	146	164	129	172	183	174	136	113
June ..	142	182	160	194	215	198	207	209	145	183	129	176	187	177	138	115
July ..	144	180	157	189	212	195	211	210	147	178	130	180	185	179	140	114
August ..	143	178	162	192	212	205	223	216	154	177	130	174	185	180	142	114
September ..	141	176	162	195	216	206	216	195	165	184	129	174	183	178	141	114
October ..	143	179	167	191	212	211	201	201	156	181	129	176	191	178	144	115
November ..	140	183	171	190	208	211	204	204	167	174	128	177	201	171	142	117
December ..	139	181	169	190	195	202	195	192	154	165	129	173	202	160	140	118

**Interim series for plantation workers on base July to December, 1948=100*

V.—LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)—*contd.*

Base : January to December, 1944=100

(B) FUEL AND LIGHTING

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17*
1945—*Average* ..	104	110	100	94	109	103	114	105	70	95	81	105	86	93	110	..
1946—*Average* ..	107	110	105	96	120	106	109	135	65	139	53	112	86	97	97	..
1947—*Average* ..	114	151	120	104	129	114	110	162	65	156	65	156	01	110	106	..
1948—*Average* ..	172	166	154	145	126	148	124	162	67	161	57	160	204	127	116	..
1949—*Average* ..	181	165	166	128	147	131	140	155	67	159	58	157	196	143	114	100
1950—*Average* ..	168	143	171	115	164	126	141	158	64	162	61	153	159	148	109	99
1951—*Average* ..	156	159	191	113	162	118	142	214	67	165	62	141	165	133	113	102
January ..	150	155	192	113	164	116	141	209	61	165	63	153	150	136	109	99
February ..	150	157	190	113	164	116	141	209	68	165	63	142	160	128	108	99
March ..	150	154	190	113	164	116	141	209	69	165	63	140	160	125	113	102
April ..	150	154	190	113	162	119	141	209	69	165	62	142	160	125	113	102
May ..	150	154	190	110	164	113	141	209	68	165	62	141	160	125	117	102
June ..	151	154	190	113	164	109	142	219	65	165	62	142	164	127	120	102
July ..	154	160	192	113	163	123	142	219	55	165	62	142	162	142	121	102
August ..	170	165	192	115	161	120	142	218	55	165	62	142	160	142	117	102
September ..	164	164	192	111	161	119	142	216	55	165	62	140	169	142	114	102
October ..	157	164	192	108	160	120	142	218	61	165	62	141	169	143	113	103
November ..	158	164	192	112	159	120	142	216	75	165	64	134	169	131	109	105
December ..	162	167	192	114	158	120	142	216	107	165	59	130	200	127	109	105

* Interim series for plantation workers on base July to December 1948=100

VI.—LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)—*contd.*

Base : January to December 1944=100

(C) CLOTHING, BEDDING AND FOOTWEAR

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17*
1945—*Average* ..	99	122	78	81	94	90	105	121	98	88	99	98	91	85	83	..
1946—*Average* ..	100	155	76	76	96	106	104	123	96	78	82	93	90	79	76	..
1947—*Average* ..	111	178	83	78	108	100	110	139	95	94	94	110	96	88	80	..
1948—*Average* ..	138	201	132	123	148	147	127	135	143	179	125	135	100	121	126	..
1949—*Average* ..	125	183	118	108	131	129	130	128	215	135	133	102	105	123	125	99
1950—*Average* ..	138	198	132	114	137	156	138	132	162	150	156	111	105	114	130	101
1951—*Average* ..	153	222	162	125	150	168	170	172	203	158	194	147	109	128	139	132
January ..	137	219	153	107	148	165	144	152	211	158	144	119	105	116	147	112
February ..	147	219	142	106	148	161	148	152	214	158	144	117	105	123	146	116
March ..	140	221	141	125	148	184	148	157	211	156	144	119	104	125	150	120
April ..	142	223	141	125	147	147	148	171	200	161	143	139	108	127	150	124
May ..	151	222	141	125	147	154	148	172	203	170	235	152	108	128	150	125
June ..	159	222	141	131	147	168	168	177	190	162	231	159	108	130	138	133
July ..	159	232	132	131	152	179	193	178	197	162	226	160	111	131	138	145
August ..	159	231	157	131	152	175	194	182	192	164	232	160	111	126	138	144
September ..	158	230	164	131	155	163	194	183	194	164	210	157	111	132	135	142
October ..	157	220	173	131	147	178	187	179	205	141	199	158	112	134	135	137
November ..	161	215	178	131	157	171	186	179	213	145	209	157	112	134	119	141
December ..	167	210	162	131	158	165	186	179	202	153	213	164	112	134	110	146

* Interim series for plantation workers on base July to December, 1948=100

VII.—LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)—*concld.*

Base : January to December, 1944=100

(D) MISCELLANEOUS

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17*
1945—*Average* ..	110	122	106	102	118	106	112	95	99	109	100	106	101	114	109	..
1946—*Average* ..	118	135	109	108	129	109	112	110	94	88	83	122	101	126	113	..
1947—*Average* ..	135	171	129	138	150	124	114	115	105	92	83	135	115	159	119	..
1948—*Average* ..	151	176	133	177	171	135	136	130	114	110	100	157	123	170	129	..
1949—*Average* ..	148	164	149	183	183	131	143	140	140	117	111	176	132	176	142	115
1950—*Average* ..	146	161	160	180	177	143	167	150	145	108	105	185	122	190	144	120
1951—*Average* ..	154	177	167	177	189	143	165	156	146	124	112	179	136	192	142	126
January ..	147	161	172	182	182	135	164	157	146	115	102	191	138	187	137	124
February ..	151	161	171	183	182	137	168	162	146	116	102	187	145	185	139	129
March ..	151	166	168	184	182	150	168	165	147	122	118	183	145	193	141	131
April ..	153	166	167	188	189	147	168	164	149	123	112	180	146	193	140	132
May ..	155	166	165	193	189	146	169	151	148	121	115	178	146	193	140	128
June ..	156	166	168	193	189	145	170	151	147	127	116	177	143	197	145	126
July ..	156	191	168	192	198	142	167	154	148	127	116	176	131	203	145	126
August ..	156	190	169	162	197	142	160	155	143	123	117	176	131	194	145	125
September ..	155	190	165	162	190	142	158	155	141	123	114	174	131	194	143	125
October ..	155	190	165	162	190	142	155	154	141	123	113	174	128	194	145	124
November ..	157	190	165	162	190	143	167	151	140	128	113	174	127	189	145	124
December ..	157	185	166	162	190	143	164	152	151	123	109	173	126	188	145	124

* Interim series for plantation workers on base July to December, 1948=100.

VIII.—PRICE RELATIVES OF SOME IMPORTANT ITEMS OF CONSUMPTION AT SURAT

Base : 1944 = 100

Serial No.	Items	Jan. 1951	Feb. 1951	March 1951	April 1951	May 1951	June 1951	July 1951	Aug. 1951	Sept. 1951	Oct. 1951	Nov. 1951	Dec. 1951
1	Rice	108	108	108	108	105	102	103	104	120	103	106	106
2	Wheat	96	96	96	129	138	136	138	145	145	145	145	145
3	Moong Dal	141	144	148	147	151	158	158	158	157	151	157	157
4	Sugar (refined small grain) ..	178	175	172	172	172	175	175	182	182	183	183	185
5	Tea	226	235	233	201	196	196	196	196	196	196	196	196
6	Milk	124	124	129	130	148	148	148	148	148	148	146	141
7	Mutton	125	122	133	133	133	139	141	133	133	133	133	133
8	Ghee (Pure) (Local) ..	135	134	134	131	126	132	127	127	124	133	131	127
9	Salt	80	80	80	80	80	80	80	85	98	85	80	80
10	Chillies	231	231	242	239	231	226	236	231	231	225	228	191
11	Potatoes	74	68	77	72	93	112	118	129	110	106	128	137
12	Groundnut Oil	218	225	230	237	246	246	239	199	192	206	216	206
13	Washing Soap (501) ..	180	180	180	180	182	187	187	188	187	186	185	185
14	Bidis	162	162	169	162	188	188	188	188	182	172	162	162
15	Firewood	91	83	93	91	91	92	97	99	91	91	91	90

IX.—PRICE RELATIVES OF SOME IMPORTANT ITEMS OF CONSUMPTION AT LUCKNOW

Base : 1944 = 100

Items	Jan. 1951	Feb. 1951	March 1951	April 1951	May 1951	June 1951	July 1951	Aug. 1951	Sept. 1951	Oct. 1951	Nov. 1951	Dec. 1951
Rice	137	137	137	137	137	137	137	137	137	137	137	137
Wheat	128	128	128	128	128	128	128	128	128	128	128	128
Arhar Dal	170	173	172	181	183	192	178	172	169	172	177	177
Mustard Oil	240	222	216	216	216	216	216	214	204	212	216	214
Ghee Pure	164	163	162	162	162	163	164	164	164	164	162	162
Chillies	..	..	..	..	..	..	..	..	..	..	..	..
Potatoe (Doshi)	92	71	67	96	116	122	147	157	157	157	294	195
Mutton	149	149	149	149	149	149	149	149	149	149	149	149
Salt	94	94	94	89	108	131	106	104	83	83	83	83
Milk	170	170	170	170	170	170	170	170	170	170	170	170
Sugar	201	201	201	201	201	201	201	201	201	201	201	201
Tea	210	215	217	219	220	220	220	218	220	220	220	220
Washing Soap	183	183	183	183	185	150	198	198	193	190	191	191
Bidis	160	160	178	180	180	180	180	180	180	180	180	180
Firewood	76	76	76	76	76	76	76	76	76	76	76	76

X.—PRICE RELATIVES OF SOME IMPORTANT ITEMS OF CONSUMPTION AT PATNA

Base : 1944=100

Items	Jan. 1951	Feb. 1951	March 1951	April 1951	May 1951	June 1951	July 1951	Aug. 1951	Sept. 1951	Oct. 1951	Nov. 1951	Dec. 1951
Rice (Medium)	226	226	231	262	272	253	226	238	262	251	238	229
Wheat	112	119	117	117	115	117	117	122	131	131	131	131
Arhar Dal	148	149	169	160	164	157	160	160	160	160	163	184
Mustard Oil	197	198	181	185	196	194	193	179	166	166	174	172
Ghee (pure)	170	170	170	170	170	170	170	170	170	170	170	170
Chillies	496	439	416	380	430	425	425	427	425	425	425	396
Potatoe	78	61	67	94	128	133	133	129	133	200	217	122
Mutton	162	165	165	165	164	165	165	165	165	165	165	165
Salt	103	103	95	83	103	103	103	94	83	83	83	96
Milk	226	226	226	226	226	253	272	268	272	272	272	264
Sugar	216	220	220	220	220	220	220	220	220	220	220	220
Tea	207	207	207	207	222	207	207	213	217	217	217	225
Washing Soap	153	153	153	153	153	153	153	155	155	155	153	153
Bidis	159	159	187	194	194	194	194	194	194	194	194	176
Firewood	180	169	167	172	159	183	184	183	183	182	182	178

XI.—PRICE RELATIVES OF SOME IMPORTANT ITEMS OF CONSUMPTION AT BAMRA

Base: 1944=100

Items	Jan. 1951	Feb. 1951	March 1951	April 1951	May 1951	June 1951	July 1951	Aug. 1951	Sept. 1951	Oct. 1951	Nov. 1951	Dec. 1951
Rice (Coarse)	140	138	138	142	162	160	160	192	192	192	155	148
Dal Arhar	105	100	95	103	102	111	110	111	111	111	111	111
Mustard Oil	202	200	200	200	200	200	200	189	182	182	182	182
Turmeric	219	224	224	224	224	224	224	224	224	224	224	224
Onion	77	81	90	90	88	86	94	94	94	109	181	187
Salt	89	89	89	89	89	89	89	89	89	89	89	89
Milk	156	178	178	178	172	163	178	178	178	178	178	178
Sugar	183	183	183	183	186	190	190	190	190	190	195	202
Washing Soap	210	215	224	241	232	248	248	248	248	248	248	248
Bidis	145	155	160	150	150	150	150	150	150	150	144	150

XII.—PRICE RELATIVES OF SOME IMPORTANT ITEMS OF CONSUMPTION AT MAIBANG

Base: 1944=100

Items	Jan. 1951	Feb. 1951	March 1951	April 1951	May 1951	June 1951	July 1951	Aug. 1951	Sept. 1951	Oct. 1951	Nov. 1951	Dec. 1951
Rice	131	131	146	186	186	197	217	166	186	163	163	163
Dal Arhar	158	158	158	158	158	158	158	158	158	158	149	136
Mustard Oil	162	162	162	162	162	162	150	160	162	162	162	162
Ghee (Pure)	..	..	..	..	..	..	..	..	..	..	..	..
Turmeric	245	245	245	245	245	273	273	273	273	273	273	273
Potatoe	86	62	65	76	86	99	114	114	114	114	114	114
Dried fish	134	134	134	134	139	153	153	153	153	153	153	153
Salt	93	91	93	93	93	93	93	93	93	93	93	93
Sugar	238	238	245	250	250	260	262	262	262	262	260	250
Tea	133	133	133	133	133	133	133	133	144	153	156	156
Washing Soap	127	127	127	127	127	127	127	127	143	159	159	159
Bidis	77	77	93	97	97	97	97	97	97	97	97	97

XIII.—PRICE RELATIVES OF SOME IMPORTANT ITEMS OF CONSUMPTION AT NANA

Base: 1944=100

Items	Jan. 1951	Feb. 1951	March 1951	April 1951	May 1951	June 1951	July 1951	Aug. 1951	Sept. 1951	Oct. 1951	Nov. 1951	Dec. 1951
Wheat	355	371	364	332	290	257	257	257	264	286	279	261
Maize	319	338	338	309	306	300	300	300	338	379	328	279
Moong Dal	282	282	282	282	282	282	282	282	318	353	353	362
Ghee (Pure)	214	203	195	195	210	208	203	195	195	203	205	195
Til Oil	235	246	246	223	246	223	215	215	223	243	246	246
Salt	69	69	69	69	69	69	69	69	69	69	69	69
Turmeric	257	257	257	257	257	257	257	257	214	171	171	171
Sugar	178	178	183	186	188	188	188	188	188	188	188	188
Milk	246	246	246	246	246	246	246	246	246	246	246	246
Tea	194	194	194	198	194	197	194	213	213	213	213	213
Mutton	222	222	222	222	222	222	222	222	222	222	222	222
Soap	250	250	250	250	250	250	250	250	250	250	250	250
Bidis	214	214	214	214	214	214	214	214	214	214	214	214

XIV.—PRICE RELATIVES OF SOME IMPORTANT ITEMS OF CONSUMPTION AT SALAMATPUR

Base: 1944=100

Items	Jan. 1951	Feb. 1951	March 1951	April 1951	May 1951	June 1951	July 1951	Aug. 1951	Sept. 1951	Oct. 1951	Nov. 1951	Dec. 1951
Rice	156	162	170	183	208	227	249	249	257	257	274	257
Wheat	228	215	203	200	200	209	231	243	250	254	246	229
Dal Arhar	189	189	189	193	189	190	196	191	202	239	240	233
Til Oil	192	192	192	192	208	218	224	235	224	219	213	205
Ghee (Pure)	230	234	238	246	269	271	256	258	260	263	263	266
Turmeric	262	262	262	262	262	262	262	262	300	295	296	248
Salt	88	88	88	88	88	88	88	88	88	88	88	75
Onions	188	188	174	150	120	105	135	135	152	195	234	472
Milk	185	231	246	308	354	369	338	258	246	246	246	246
Sugar	153	153	153	153	153	153	152	152	152	152	152	152
Tea	188	188	195	206	206	206	206	206	206	206	206	206
Washing Soap	514	514	514	514	514	514	514	514	514*	514	514	514
Bidis	128	128	141	128	128	134	128	128	128	128	128	128

*Repeated.

XV.—PRICE RELATIVES OF SOME IMPORTANT ITEMS OF CONSUMPTION AT MALUR

Base : 1944—100

Items	Jan. 1951	Feb. 1951	March 1951	April 1951	May 1951	June 1951	July 1951	Aug. 1951	Sept. 1951	Oct. 1951	Nov. 1951	Dec. 1951
Rice (Mysore) Unpolished ..	137	141	151	153	153	155	154	157	159	159	159	159
Ragi (Local-Red)	148	150	152	154	154	157	171	171	171	171	171	161
Moong Dal	121	144	173	189	189	174	182	181	175	189	185	172
Groundnut oil	216	222	288	288	288	255	252	248	240	240	246	258
Turmeric	146	161	146	183	176	146	146	155	152	146	146	146
Potatoe	120	90	108	108	177	138	132	139	108	120	120	138
Salt (White)	72	72	71	89	89	89	89	89	89	89	89	89
Milk	200	200	200	200	200	200	200	200	200	200	200	200
Sugar	242	238	238	238	238	238	238	238	238	238	238	238
Tea	214	214	214	214	214	214	214	214	214	214	214	214
Bidis (Malur)	120	120	120	180	120	120	120	120	120	120	120	120

XVI.—PRICE RELATIVES OF SOME IMPORTANT ITEMS OF CONSUMPTION AT KUDCHI

Base : 1944=100

Items	Jan. 1951	Feb. 1951	March 1951	April 1951	May 1951	June 1951	July 1951	Aug. 1951	Sept. 1951	Oct. 1951	Nov. 1951	Dec. 1951
Rice	104	104	104	104	105	105	105	105	105	105	105	105
Jowari	158	158	158	158	158	158	158	158	158	158	158	158
Tur dal	160	160	161	160	167	160	159	156	145	148	144	157
Groundnut Oil	237	242	245	245	253	253	264	256	253	241	237	237
Ghee (Butter)	147	159	176	182	180	167	171	194	196	186	134	144
Turmeric (Polished)	304	312	315	312	312	320	300	270	275	250	290	278
Salt	63	63	63	63	63	63	63	66	75	79	79	79
Onions	109	103	106	105	103	103	137	137	137	274	297	274
Milk	190	194	203	205	205	214	220	236	234	205	175	166
Sugar	208	208	208	208	201	206	207	207	207	207	207	207
Tea	168	168	168	168	168	185	181	185	185	196	203	203
Bidis	130	130	130	130	143	143	143	143	143	143	143	143
Washing Soap	171	171	171	171	171	171	171	171	171	171	171	171

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